Ninety - Fifth

ANNUAL REPORT

of the

Town Officers

Southborough, Mass.

for the

Year Ending December 31,

1968

The Hoyle Press, 9 May St., Worcester, Mass. 01610

Bring This Report With You To Town Meeting

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TOWN of SOUTHBOROUGH, MASS.

Incorporated July 6, 1727

Population, January 1, 1968	5,275
Voters (as of July 18, 1968)	2,343

STATE and COUNTY OFFICERS 1968

Governor—John A. Volpe

Lieutenant Governor—Francis W. Sargent

Secretary—John F. X. Davoren

Treasurer—Robert Q. Crane

Auditor—Thaddeus Buczko

Attorney General—Elliot L. Richardson

Senators in Congress—Edward M. Kennedy
Edward W. Brooke

Senator—Fourth Worcester District—James A. Kelly, Jr.

Representative in Congress—Fourth District—
Harold D. Donohue

Councillor—Seventh District—Walter F. Kelly

Representatives in General Court—Robert C. Reynolds

County Commissioners—Paul X. Tivnan
Joseph A. Aspero
William H. Cassidy

District Attorney—William T. Buckley

Clerk of Courts—James J. Joyce

Register of Deeds—Robert R. Gallagher

County Treasurer—Edward P. Bird

Register of Probate—F. Joseph Donohue

ELECTIVE TOWN OFFICIALS - 1968

*** Term of Office Expires in March of Year**

MODERATOR—1 yr.

Donald R. Banks *1969

TOWN TREASURER—1 yr.

Walter F. White *1969

TOWN CLERK—3 yrs.

Eleonora F. Burke *1969

TOWN COLLECTOR—3 yrs.

Walter F. White *1971

BOARD OF SELECTMEN—3 yrs.

Louis J. Bartolini *1969
Charles B. Swartwood III *1970
Robert C. Dumont *1971

BOARD OF ASSESSORS—3 yrs.

Ralph H. Clark *1969
Leorge A. Labarre, Jr. *1970
Arthur K. Holmes *1971

SCHOOL COMMITTEE—3 yrs.

George W. Coleman *1969
Richard T. Tebbetts *1969
Herbert L. Cobb *1970
Richard A. Hallisey *1970
Janice A. Fletcher *1971

BOARD OF HEALTH—3 yrs.

Timothy P. Stone, M.D. *1969
Philip G. Mauch *1970
John A. Bartolini *1971

WATER COMMISSIONERS—3 yrs.

John C. Misener *1969
Arthur L. Hosmer *1970
George A. Mooney *1971

TREE WARDEN—3 yrs.

William H. Onthank *1969

TRUSTEES OF PUBLIC LIBRARY—3 yrs.

James A. Higgiston *1969
Natalie J. Fantony *1969
Harrison L. Reinke *1970
Beulah T. Callaghan *1970
Anne S. Bradley *1971
Elizabeth B. White *1971

CEMETERY COMMISSIONERS—

George L. Burwell *1969
Lawrence R. Hamlin *1970
Harvey D. Bigelow *1971

PLANNING BOARD—5 yrs.

Napoleon B. Barber *1969
Paul J. McCarthy *1970
Peter Phaneuf *1971
Charles W. Sawin *1972
Philip W. Burke *1973

** Resigned

*** Deceased

APPOINTIVE TOWN OFFICIALS - 1968

*** Term of Office Expires in March of Year**

Appointments by the Moderator

ADVISORY COMMITTEE—3 yrs.

David E. Taylor *1969
Ulderic F. Hurley *1969
William L. Zolli *1970
Charles E. Wood *1970
Joseph F. Callaghan *1971
William Pessolano *1971

PERSONNEL BOARD—3 yrs.

Ralph E. Gray *1969**
Arthur L. Sisson, Jr. (to fill vac.)
Edward J. Phair *1970
Donald J. Gleason *1970**
Kenneth F. Clarke, Jr. *1971
J. Franklin Millea *1971

RECREATION COMMISSION—5 yrs.

Rev. W. Earl Appleby *1969**
Edward M. Ryan (to fill vac.)
Rena Herrick *1970
Louise R. Schnare *1971**
Napoleon R. DePina *1972
Richard F. Varney *1973

Appointment by Water Commissioners

SUPT. WATER DEPARTMENT—1 yr.

William G. Binder, Jr.

Appointments by Selectmen

REGISTRARS OF VOTERS—3 yrs.

Sereno W. Johnson *1969
John H. Maley *1970
Mildred E. Stivers *1971

BOARD OF APPEALS—5 yrs.

John A. Bavari *1969
Patricia E. Boyle (Assoc.) *1969
Burton B. Derby *1970
John J. Falconi (Assoc.) *1970
Joseph G. Fantony *1971
Edward L. Kehew *1972
Francis J. Bousquet *1973

TOWN ACCOUNTANT—3 yrs.

Fred L. Baker, Sr. *1970

INDUSTRIAL DEVELOPMENT COMMISSION—5 yrs.

Philip W. Burke *1969**
Roger W. Maconi (to fill vac.)
Roger W. Maconi *1970**
Francis E. Ramelli (to fill vac.)
John L. Hopkins *1971
W. Keith Smith *1972
Richard E. Beaucar *1973

CONSERVATION COMMISSION 3 yrs.

Hamilton Armstrong *1969
Peter Phaneuf *1969
Curtis D. MacLauchlan *1970
Francis J. Bousquet *1970
William Mauro *1971
Arthur K. Holmes *1971

** Resigned

*** Deceased

APPOINTIVE TOWN OFFICIALS—1968

* Term of Office Expires in March of Year

The following appointments expire in March 1969:

SECRETARY to the BOARD of SELECTMEN

Mary J. Firmin

CLERKS to the BOARD OF SELECTMEN

Ida J. McHugh
Marjorie R. Putnam

TOWN COUNSEL

William F. Brewin

CHIEF of the FIRE DEPARTMENT

Edward F. Brock

DEPUTY FIRE CHIEF

Francis E. Ramelli

FIRE WARDEN

Edward F. Brock

CONSTABLES

Francis J. Mattioli
Henry D. Pietrasiak
Fred L. Baker, Jr.

CHIEF OF POLICE

Francis J. Mattioli (Tenure)

REGULAR POLICE

Fred L. Baker, Jr. (Sgt.)
Paul A. Beliveau (Sgt.)
William J. Colleary, Jr. (Patrolman)
Robert J. Durran (Patrolman)
Philip L. Connors (Patrolman)
William C. Harpster (Patrolman)

RESERVE POLICE OFFICERS

William J. Colleary, Sr.****
Joseph R. Noborini
Leo Bertonazzi
Charles F. Hamel
George A. Labarre, Jr.
Harvey D. Bigelow
William E. Gray
Douglas Packard
Henry D. Pietrasiak
John Hempel
Anna M. Beliveau (Police Matron)
Mary-Jane F. Boland (Police Matron)

SPECIAL POLICE OFFICERS

Cameron Bradley (Bradley Property)
Russell P. Taylor (M.D.C.)
Alvah Bugley (Eastleigh)
Lewis D. Maida (Town Hall)
Joseph A. Delarda, Sr. (Fayville Village Hall)***
Leo J. Pessini (Highways)
Calvin J. Mauro (Highways)
George R. Boothby (Highways)
Howard E. Goff (Honorary)***
Samuel Dellagrio (Town Dump)**
Warren D. Harding (Civil Defense)

** Resigned *** Deceased
**** Retired

APPOINTIVE TOWN OFFICIALS—1968

* Term of Office Expires in March of Year

SPARE POLICE OFFICERS

Charles W. Carter
Asa Gray, Jr.
Carl Winch

JAIL KEEPER

Francis J. Mattioli

DOG OFFICER

Charles F. Hamel

DIRECTOR VETERANS' SERVICES AND BURIAL AGENT

Joseph K. Murphy

VETERANS' GRAVES OFFICER

George L. Burwell

HIGHWAY SUPERINTENDENT

Leo J. Pessini

TOWN HALL CUSTODIAN

Lewis D. Maida

SUPERINTENDENT OF INSECT PEST CONTROL

Howard E. Truesdale

INSPECTOR OF ANIMALS

Sereno W. Johnson

INSPECTOR OF SLAUGHTERING

Sereno W. Johnson

FAYVILLE VILLAGE HALL COMMITTEE

Charles A. Rossi
John A. Bavari
Henry Ginga

FAYVILLE VILLAGE HALL CUSTODIAN

Charles A. Rossi

HISTORIC CELEBRATION COMMITTEE

Hamilton Armstrong
Hilton Armstrong
John McCarthy
Paul Henderson
Roger Maconi
Audrey Bousquet**
Marilyn Beaucar (to fill vac.)
Marie Bauer

PUBLIC WEIGHERS AND WEIGHERS OF COAL

John J. Falconi
Frank J. Douglas
Joseph Mauro
Albert L. MacDonald
Albert L. MacDonald, Jr.
Hayden R. MacDonald
Mary D. MacDonald
James A. Cameron
Edward Potter
Kenneth H. Harpell

** Resigned

*** Deceased

APPOINTIVE TOWN OFFICIALS—1968

* Term of Office Expires in March of Year

FIELD DRIVERS

Frank J. Rossi
Gerald E. Mayo

POUND KEEPER

Joseph Mauro

DEPUTY POUND KEEPERS

Charles E. Corbett
Howard P. Norcross
Charles Fantony

BUILDING DEPARTMENT

Harold W. Walcott
Building Inspector
John F. Byrne
Deputy Building Inspector
George A. Labarre, Jr.
Asst. Building Inspector in charge of Plumbing Inspections
Joseph Dedecko
Asst Building Inspector in charge of Plumbing Inspections
Francis J. Nemensky
Wire Inspector
Albert H. Colley
Deputy Wire Inspector
Matthew L. DelSesto
Deputy Wire Inspector
George A. Labarre, Jr.
Gas Inspector
Joseph Dedecko
Assistant Gas Inspector

CIVIL DEFENSE DEPARTMENT
OPERATIONAL STAFF

Warren D. Harding
Director
Scott M. Ferguson**
Deputy Director
William M. Rudd (to fill vac.)
Arthur R. Taylor, Jr.
Deputy Director
Alfred W. Howes**
Legal Officer
Linda A. Harding
Secretary
Leonard F. Herrick
Warning Officer
Scott M. Ferguson
Communications Officer
Warren D. Harding
Radio Officer
George A. Labarre, Sr.
Communications Staff
Henry Srzetter, Jr.
Communications Staff
Leonard F. Herrick
Communications Staff
Joseph R. Minville
Communications Staff
Edward A. Pessolano
Communications Staff
John MacLeod
Communications Staff
Michael Pessolano
Communications Staff
Roger K. Poole
Education Officer
Leo J. Pessini
Chief Engineer
Edward F. Brock
Chief Fire Service
Fred L. Baker, Jr.
Police Service Officer
Timothy P. Stone, M.D.
Medical Officer
John J. Rabeni
Transportation Officer
William G. Binder, Jr.
Chief Water Service

** Resigned

APPOINTIVE TOWN OFFICIALS—1968

* Term of Office Expires in March of Year

AUXILIARY POLICE

Charles Boon	Active
Charles W. Carter	"
Wilrose J. Default	"
Asa E. Gray, Jr.	"
Leonard F. Herrick	"
Richard L. Mattioli	"
Theodore Pietrasiak	"
William M. Rudd	"
Carl F. Winch	"
Dean M. Lewis	Inactive
Robert J. Vanni	"
James A. Vytal	"
Robert H. Willis	"

AUXILIARY FIREFIGHTERS

Lee Bartolini
Edward J. Brock
David J. Maguire
Brian C. Mauro
Richard C. Rock
Timothy R. Brock
Warren G. Buzzell
Leon H. Jones
John F. Kavanaugh
David M. Lutton
Donald C. Morris
William J. Sullivan

Term of Office Expires in July of Year

ELECTION OFFICERS

Precinct 1

William H. Onthank, Warden
Sina A. Torcoletti, Clerk
Janet M. E. Mattioli, Dep. Clerk
Pearl H. Ruggles, Inspector
Grace Newton, Inspector
Dorothy A. Carman, Inspector
Angeline Mattioli, Inspector
Elizabeth B. Maley, Dep. Insp.
Julia I. Fitzgerald, Dep. Insp.
Edith N. Holland, Teller
Ann H. Falconi, Teller
Pauline Bailey, Teller
Eileen L. Salmon, Teller
Catherine E. Gralton, Teller
Josephine E. Colleary, Teller
Eleanor J. Hamel, Counter
Cherine N. Pond, Counter
Gladys R. Binder, Counter
Jeanne O. Davis, Counter
Ruth M. Brigham, Counter
Grace K. Harwood, Counter
Natalie A. Cooper, Counter
Ethel Armstrong, Counter
Helen L. Toomey, Counter
Rosalie I. Baker, Counter
Sheila C. Maguire, Counter
Jean M. O'Brien, Counter
Elizabeth C. Bigelow, Counter
Frances E. Rabeni, Counter
Lorraine C. Gasparoni, Counter

Precinct I Substitutes

Catherine D. Alsterlund
Eleanor J. Banks
Betty J. Davis
Hannah D. Henderson

APPOINTIVE TOWN OFFICIALS—1968

Term of Office Expires in July of Year

Precinct II

Alfreda M. O'Connell, Warden
Jesse F. Cole, Deputy Warden
Alice L. Twombley, Clerk
Josephine O'Donnell, Inspector
Avis B. Cummings, Inspector
Bessie S. Blake, Inspector
Carrie G. Clark, Dep. Inspector
Marguerite C. Fitzgerald, Dep. Insp.
Nita M. Hubley, Dep. Insp.
Margaret B. Connors, Teller
Katherine E. Fitzgerald, Teller
Elinor B. Black, Teller
Marjorie R. Putnam, Counter
Alice D. Gulbankian, Counter
Martha Hubley, Counter
Gertrude Phaneuf, Counter
Jean Hale, Counter
Charlotte Kuzava, Counter
Joan H. Ferri, Counter
Margaret A. Benson, Counter
Charlotte Russell, Counter
Mary L. McNeil, Counter**
Grace V. Barber, Counter
Rita A. Quinn, Counter
Shirley Hurst, Counter
Evelyn DeSouza, Counter
Florence P. Slack, Counter
Marguerite Aspesi, Counter
Gloria Aspesi, Counter

Precinct II Substitutes

Florence S. Gleason
Ronald M. Nelson

** Resigned

REPORT of the TOWN CLERK

Annual Town Meeting—March 11, 1968

At the Annual Town Meeting duly called and held in the Town Hall, Southborough on March 11, 1968 at 7 o'clock, the following articles w ere voted upon in legal manner. There was a quorum present (373 voters).

Checkers: Mrs. Avis Cummings, Mrs. Grace Barber, Mrs. Mildred Stivers, Mrs. Elizabeth Maley. a

The meeting was called to order at 7:35 p.m. by Moderator Donald R. Banks.

The Moderator asked the voters to observe a moment's silence in memory of the following residents who had passed away during 1967:

Clarence Edward Baker of the Water Department
James M. Daughan, former Moderator
Sumner W. Elton, member of the Planning Board
Alton B. Spurr, Assessor

ARTICLE 1: To hear the reports of the various Town Officers and Committees, and take such action thereon, as the Town may vote.

A report of the Department of Public Welfare was presented by Mrs. Annette H. Deer.

VOTED: That the report of the School Study Committee as printed in the Annual Town Reports for 1967 be and hereby is accepted as the report of that committee to the Annual Town Meeting of March 11, 1968.

VOTED: That the Town Housing Building Committee shall be authorized to conduct further study of the needs relative to its function of the various Town Departments and be directed to prepare a report for the next annual town meeting.

ARTICLE 2: To see if the Town will vote to fix, for the Calendar Year 1968, the salary and compensation of all elective officers of the Town as provided by Section 108 of Chapter 41, of the General Laws, as amended, which officers are as follows:

One Moderator, one Town Treasurer, one Town Clerk, one Town Collector, three Selectmen, three Assessors, three members of the Board of Public Welfare, five members of the School Committee, three members of the Board of Health, three Water Commissioners, three Cemetery Commissioners.

Moderator	$ 25.00	Welfare Comm. (3)	$ 150.00
Treasurer	1,750.00	School Comm. (5)	500.00
Town Clerk	1,800.00	Board of Health (3)	300.00
Town Collector	1,750.00	Water Comm. (3)	300.00
Selectmen (3)	2,100.00	Cemetery Comm. (3)	75.00
Assessors (3)	3,000.00		

VOTED: That the salaries of the elected Town Officers for the Calendar Year 1968 be established as set forth in the Article.

ARTICLE 2a. To see if the Town wil vote to fix, for the Calendar Year 1968 the salary and compensation of the Tree Warden of the Town, as provided by Section 108 of Chapter 41 of the General Laws, as amended, in the amount of $1800. or do or act anything in relation thereto.

VOTED: That Article 2a be amended by striking therefrom the sum of $1800. and inserting therein the sum of Twenty-five ($25.) Dollars.

VOTED: That the salary and compensation of the Tree Warden for the year 1968 be established in the amount of $25.00.

ARTICLE 3. To see if the Town will vote to raise and appropriate the sum of Eleven Thousand Seven Hundred Fifty ($11,750.) Dollars or such other sum of money as may be necessary to pay the salaries of all elective Town Officers, or do or act thereon.

VOTED: That the sum of Eleven Thousand Seven Hundred Seventy-five ($11,775) Dollars be raised and appropriated to pay the salaries of the elective Town Officers for the year 1968.

ARTICLE 4. To see if the Town will vote to transfer to Surplus Revenue Account (Excess and Deficiency) the unexpended balances of certain appropriations as follows:

Police Cruiser (1966)	$ 125.91
Police Cruiser (1967)	2.48
Releases for widening Fisher Road	400.00
Memorial Day Exercises	34.24
Study of Municipal Buildings	300.00
Revision of By-Laws	300.00
Real Estate Appraisal	65.95
	$1,228.58

VOTED: That the unexpended balances of certain appropriations be transferred as follows:

To Surplus Revenue (Excess and Deficiency) $1,228.58 as itemized in the Article.

ARTICLE 5. To see what disposition shall be made of the dog money.

VOTED: That the sum of $659.50 as received from the Licensing of Dogs be used as part of the appropriation for the Fay Library.

ARTICLE 6. To see if the Town will vote to accept a sum of money from St. Mark's School and determine what disposition shall be made of the same, if accepted, or do or act anything in relation thereto.

VOTED: That the Town accept from St. Mark's School $4,500.00 or any contribution which may be offered and that such contribution be placed in the Town Treasury.

ARTICLE 7. To see if the Town will vote to accept a sum of money from Fay School, and determine what disposition shall be made of the same, if accepted, or do or act anything in relation thereto.

VOTED: That the Town accept from Fay School $3,000.00 or any contribution which may be offered and that such contribution be placed in the Town Treasury.

ARTICLE 8. To see if the Town will authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning January 1, 1968 and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year, in accordance with Section 17 of Chapter 44 of the General Laws, as amended, and pass any vote or take any action in relation thereto.

VOTED UNANIMOUSLY: That the Town Treasurer be authorized with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning January 1, 1968, and to issue a note or notes therefor, payable within one year and to renew any note or notes as may be given for a period of less than one year, in accordance with Section 17 of Chapter 44 of the General Laws, as amended.

ARTICLE 9. To see if the Town will authorize the Board of Assessors to use free cash in the Town Treasury, and if so, what sum, for the purpose of reducing the amount to be raised and assessed as taxes in 1968 or pass any vote relative thereto.

VOTED: That no free cash in the Town Treasury be used to reduce taxes in 1968.

ARTICLE 10. To see if the Town will vote to amend the Town By-Laws by striking therefrom in their entirety those sections which apply to the "Salary Administration Plan" and inserting therefor the following new sections as the "Salary Administration Plan of the Town of Southborough":

New Salary Administration Plan as printed in warrant for Annual Town Meeting of March, 1967.

VOTED: That the Town vote to amend the Town By-Laws as printed in the words of Article 10.

ARTICLE 11. To see if the Town will vote to raise such sums of money as may be necessary, for the Town's use, and make appropriations of the same, or do or act anything in relation thereto.

VOTED: That the following sums be raised and appropriated:

1.	Advisory Committee		
	Salary—Clerk	$300.00	
	Other Expenses	110.00	$410.00
2.	Selectmen		
	Wages—Clerical	11,319.88	
	Other Expenses	2,709.60	14,029.48
3.	Accounting Department		
	Wages—Clerical	4,224.59	
	Other Expenses	330.00	4,554.59

4.	Treasurer		
	Wages—Clerical	2,131.20	
	Other Expenses	1,115.00	3,246.20
5.	Collector		
	Wages—Clerical	5,354.50	
	Other Expenses	2,489.25	7,843.75
6.	Town Clerk		
	Wages—Clerical	885.00	
	Other Expenses	1,046.10	1,931.10
7.	Election and Registration		
	Wages—Clerical	425.72	
	Wages—Registrars & Clerk	550.00	
	Wages—Election Officials	2,250.00	
	Other Expenses	2,675.00	5,900.72
8.	Assessors		
	Wages—Clerical	4,290.97	
	Other Expenses	2,948.60	7,239.57
9.	Legal Department		
	Wages	500.00	
	Other Expenses	4,950.00	5,450.00
10.	Town Hall		
	Wages	914.57	
	Other Expenses	3,635.00	4,549.57
11.	Planning Board		
	Wages—Clerical	235.00	
	Other Expenses	173.60	408.60
12.	Board of Appeals		
	Wages—Clerical	250.00	
	Other Expenses	575.00	825.00
13.	Police Department		
	Chief of Police	9,526.14	
	Wages—Clerical	150.00	
	Wages	37,938.91	
	Other Expenses	5,953.60	53,568.65

14.	Fire Department		
	Wages—Permanent Men	23,100.00	
	Wages—Call Men	10,117.00	
	Other Expenses	11,680.00	44,897.00
15.	Insect & Disease Control		
	Wages	2,935.76	
	Other Expenses	3,773.00	6,708.76
16.	Tree Warden		
	Wages	5,779.28	
	Other Expenses	2,410.00	8,189.28
17.	Cemetery		
	Wages	18,009.65	
	Other Expenses	516.00	18,525.65
18.	Civil Defense		
	Wages	325.00	
	Other Expenses	3,025.00	3,350.00
19.	Board of Health		
	Wages	350.00	
	Other Expenses	15,655.00	16,005.00
20.	Inspector of Animals		
	Wages	146.00	
	Other Expenses	35.00	181.00
21.	Street Lights		
	Electricity	14,542.00	
	New Lights	300.00	14,842.00
22.	Highway—Snow Removal		
	Wages	11,384.54	
	Other Expenses	8,950.00	20,334.54
23	Highway—Special Maintenance		
	Wages	15,124.70	
	Other Expenses	17,132.00	32,256.70
24.	Welfare		
	Administration	2,625.00	
	Other Expenses	51,000.00	53,625.00

25. Veterans Services		
Wages	1,858.50	
Other Expenses	10,960.00	12,818.50
26. Schools		
(Southboro)		532,389.82
27. Vocational Education		
Transportation	2,228.00	
Tuition	9,322.00	11,550.00
28. Regional School Assessment		
Assessment		278,124.48
29. *Southborough Library		
Wages	13,842.94	
Other Expenses	7,100.00	20,942.94
30. Water Department		
Wages	33,716.16	
Other Expenses	35,803.41	69,519.57
31. Reserve Fund		
To be transferred from Overlay Reserve		20,000.00
32. Dump Maintenance		
Wages	5,008.38	
Other Expenses	1,300.00	6,308.38
33 Fayville Hall Maintenance		
Wages	1,050.00	
Other Expenses	2,325.60	3,375.60
34. Town Reports		2,350.00
35. Insurance		26,275.00
36. Gasoline		5,758.00
37. Industrial Commission		1800.00
38. Interest on Debt		32,643.00
39. Debt Retirement		111,000.00

40. Recreation & Town Grounds		
Maintenance		
Wages	4,321.25	
Other Expenses	2,963.60	7,284.85
41. Building Department		
Inspection Fees	6,000.00	
Other Expenses	280.00	6,280.00
42. Personnel Board		
Wages	1,133.75	
Other Expenses	203.60	1,337.35
43. Moderator		25.00
44. Conservation Commission		
Wages	135.00	
Other Expenses	277.00	412.00
* Includes $659.50 received from Licensing of Dogs and voted under Article 5.		
Total Appropriated		$1,459,066.65

ARTICLE 12. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $16,282.10 to pay a portion of the expense of the Worcester County Retirement System, of which the Town is a member, and as required by the Worcester County Commissioners, or do or act anything in relation thereto.

VOTED: That the sum of $16,282.10 be raised and appropriated to pay a portion of the expense of the Worcester County Retirement System, as required by the Worcester County Commissioners.

ARTICLE 13. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of One Thousand ($1,000.) Dollars to be used to repair or replace Town property or equipment which has ben destroyed or damaged as a result of accident

or casualty, for which a third party is liable and for which the Town is entitled to be reimbursed for damages caused as a result of such accident or casualty, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of $1,000. be transferred from available funds and appropriated, and that the same be kept in separate fund under the control and supervision of the Selectmen, to be used for the purpose of making repairs and replacing town property and equipment which has been destroyed or damaged as a result of accident or other casualty.

ARTICLE 14. To se if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $2,243.14 for the purpose of hiring Consulting Engineers, or do or act anything in relation thereto.

VOTED: That the sum of $2,243.14 be transferred from Available Funds and that the unexpended balance remaining in the appropriation made under Article 24 of the Warrant of the Town Meeting of March of 1967 be added thereto in the total sum of $3,256.86 and the total sum of $5,500.00 be appropriated for the purpose of hiring Consulting Engineers and further that said total sum be allocated as follows:

$2,000.00 to the Board of Selectmen;
$1,500.00 to the Planning Board;
$2,000.000 to the Board of Health to provide said Board with suitable and adequate engineering services.

ARTICLE 15. To see if the Town will vote to raise and appropriate, or transfer from any of its available funds and appropriate, the sum of $700. to defray expenses of the Memorial Day Exercises on May 30, 1968. Observance exercises are to be under the auspices of the Bagley-Fay Post No. 161, American Legion and Choate Post No. 3276 Veterans of Foreign Wars, or do or act anything in relation thereto.

VOTED: That the sum of $700. be raised and appropriated for the purpose of paying the expenses of Memorial Day Exercises on May 30, 1968, which exercises are to be conducted under the auspices of the Bagley-Fay Post No. 161 of the American Legion, and Choate Post No. 3276 of the Veterans of Foreign Wars.

ARTICLE 16. To see if the Town will vote to raise and appropriate or transfer from available funds and appropriate a sum of money to be deposited in the Stabilization Fund to be held and administered in accordance with the provisions of G.L. Chapter 40, Section 5B, or do or act anything in relation thereto.

VOTED: That the sum of $20,000.00 be transferred from Available Funds and appropriated to the Stabilization Fund, established under Article 27 of the Warrant for the Town Meeting of March 1965.

ARTICLE 17. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $9,500.00 to be used for Chapter 81 Highways or do or act anything in relation thereto.

VOTED: That the sum of $9,500.00 be raised and appropriated for work to be done on Chapter 81 Roads.

ARTICLE 18. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $13,475.00 to be used for Chapter 81 Highways, or do or act anything in relation thereto.

VOTED: That the sum of $13,475.00 be transferred from available funds in the Town Treasury and that the same be appropriated for the work to be done on Chapter 81 Highways to meet the State's share of the cost of such work, and that upon receipt of reimbursement from the State, that the same be placed in the Town Treasury.

ARTICLE 19. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $4,000. for Chapter 90 Construction, or do or act anything in relation thereto.

VOTED: That the sum of $4,000.00 be raised and appropriated for Chapter 90 Construction work.

ARTICLE 20. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $12,000.00 for Chapter 90 Construction, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of $12,000.00 be transferred from available funds in the Treasury and that the same be appropriated for Chapter 90 Construction work, such appropriation to meet the share of the State and County for the cost of the work; and that upon receipt of reimbursement from the State and County that the same be placed in the Town Treasury.

ARTICLE 21. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $2,300.00 for Chapter 90 Maintenance or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of $2,300.00 be raised and appropriated for the maintenance of Chapter 90 Highways.

ARTICLE 22. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $4,600.00 to be used for Chapter 90 Maintenance, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of $4,600.00 Dollars be transferred from available funds in the Treasury and that the same be appropriated for the maintenance of Chapter 90 Highways, such appropriation to meet the share

of the State and County for the cost of the work, and that upon re-imbursement by the State and County that the same be placed in the Town Treasury.

ARTICLE 23. To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of $4,500.00 for Highway Equipment and Maintenance, or do or act anything in relation thereto.

VOTED: That the sum of $4,500.00 be transferred from Available Funds and that the same be appropriated for Highway Equipment and Maintenance.

ARTICLE 24. To see if the Town will vote to accept the provisions of Chapter 616 of the Acts of 1967 relative to the obtaining of funds from the Commonwealth of Massachusetts for the construction, alteration and maintenance of public ways and to accept such sums of money as may be payable, thereunder or do or act anything in relation thereto.

VOTED: That the Town accept the provisions of Chapter 616 of the Acts of 1967 and further accept such sums of money as may be payable thereunder which sums shall be expended for the construction, alteration and maintenance of public ways in accordance with the provisions of said Chapter 616.

ARTICLE 25. To see if the Town will vote for the purpose of erecting suitable buildings for the Highway Department to acquire by purchase or by gift or eminent domain or otherwise, the following described parcel of land owned by Eva Gulbankian:

Parcel "A": Beginning at the northeast corner of the premises on the westerly side of Cordaville Road and at land of the Commonwealth of Massachusetts; thence, by the westerly side of said Cordaville Road S. 02°03'0" E. 141.52 feet to a corner at other land of Gulbankian: a corner; thence still by other land of said Gulbankian

thence by said other land of Gulbankian N. 89°53'33" W. 156.16 feet to a corner at land of said Commonwealth of Massachusetts; thence by said Commonwealth of Massachusetts land N. 00°56'31" W. 70.92 feet to a corner; thence, still by said Commonwealth of Massachusetts land N. 65°14'29" E. 167.68 feet to the point of beginning. Said described parcel contains 16,482 sq. feet and is shown as Parcel "A" on a plan entitled "Plan of Land in Southborough, Mass., owned by Eva Gulbankian, Scale 1"=40', Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass."

Parcel "B": Beginning at the northwest corner of the premises at a drill hole set in the corner of a stone wall and at land of Albert J. and Beatrice V. Phillips and Harold M. and Margaret S. Fox; thence by said Fox land and said stone wall N. 88°14'42" E. 171.49 feet to a drill hole set in said wall; thence still by land of said Fox and by said wall N. 79°49'13" E. 140.22 feet to a corner at land of the Commonwealth of Massachusetts; thence by said Commonwealth of Massachusetts land S. 09° 54'51" E. 7.03 feet to a drill hole set in a stone bound; thence still by said Commonwealth of Massachusetts land S. 06°04'41" E. 87.45 feet to a stone bound; thence still by said Commonwealth of Massachusetts land S. 06°33'31" E. 100.00 feet to a stone bound; thence still by said Commonwealth of Massachusetts land S. 34° 41'08" W. 218.70 feet to a corner; thence still by said Commonwealth of Massachusetts land S. 20°23'31" E. 24.70 feet to a stone bound; thence still by said Commonwealth of Massachusetts land by a curve to the right with a radius of 1874.08', 31.00 feet to the point of tangency; thence still by Commonwealth of Massachusetts land N. 69°21'29" E. 111.50 feet to a corner; thence still by Commonwealth of Massachusetts land S. 06°33'31" E. 43.36 feet to an angle point; thence still by Commonwealth of Massachusetts land S. 00°56'31" E. 57.19 feet to a corner at other land of Gulbankian; thence by other land of said Gulbanian N. 89°53'33" W. 174.11 feet to N. 20°23'31" W. 66.82 feet to a corner; thence still by

other land of said Gulbankian S. 78°04'04" W. 216.55 feet to a stake set in the wall at land of said Phillips; thence by said wall and land of said Phillips N. 01°33' 47" E. 138.135 feet to an angle point; thence still by said wall and land of said Phillips N. 11°01'40" E. 265.06 feet to the point of beginning. Said described parcel contains 3.11 acres and is shown as Parcel "B" on a plan entitled "Plan of Land In Southborough, Mass., owned by Eva Gulbankian, Scale 1"=40', Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass." together with any easements, rights and other interests which run with said land. And to raise and appropriate or to transfer from available funds the sum of $9,800.00 therefor, Three Hundred Dollars ($300.) of which shall be reserved for payment of title examination and real estate taxes, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town acquire from Eva Gulbankian by purchase the two parcels of land described in the Article for the purpose of erecting suitable buildings for the Highway Department and that the sum of $9,800.00 be transferred from Available Funds and appropriated for said purposes, $300.00 thereof to be reserved for payment of title examination and real estate taxes.

ARTICLE 26. To see if the Town will vote to raise and appropriate or transfer from available funds or by borrowing the sum of $65,000.00 for the construction, architectural and engineering fees or other expenses incidental thereto to be used to erect a suitable building for the Highway Department, or do or act anything in relation thereto.

VOTED: That the sum of $15,000.00 be transferred from available funds and that $50,000.00 be raised by borrowing and that the total sum of $65,000.00 be appropriated for the construction, architectural and engineering fees and other expenses incidental to the erection of a suitable building for the Highway Department.

Vote on above article was: In favor 288. Against 10.

ARTICLE 27. To see if the Town will vote to apply for membership in the Metropolitan Area Planning Council, or do or act anything in relation thereto.

VOTED: That the Town shall apply for Membership in the Metropolitan Planning Council.

ARTICLE 28. To see if the Town will raise and appropriate or transfer from its available or other funds, the sum of $200.00 for membership dues in the Metropolitan Area Planning Council, or do or act anything in relation thereto.

VOTED: That the sum of $200.00 be transferred from Available Funds and that the same be appropriated for the payment of Membership Dues of the Town of Southborough in the Metropolitan Area Planning Council.

ARTICLE 29. To see if the Town will vote to create a Refuse Disposal Planning Committee consisting of three persons to be appointed by the Moderator, which Committee shall make a continuing study of the refuse problems in and for the Town of Southborough, or do or act anything in relation thereto.

VOTED: That a Refuse Disposal Planning Committee be and is hereby created, which committee shall consist of three (3) members appointed by the Moderator, to make a continuing study of the refuse problems in and for the Town of Southborough.

ARTICLE 30. To see if the Town will vote to accept from the Executors of the will of Margaret E. Leland a bequest of $1,000.00 or such other sum as may be available thereunder, which sum was bequeathed to the Fay Library, and to determine the manner in which any such sum so received shall be held and administered or expended, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the bequest of $1,000.00 made by the late Margaret C. Leland to the Town, together with all accretions thereto, if any, be accepted by the Town and that the Board of Library Trustees, as presently or hereafter constituted, be authorized to hold, administer and expend the same for Library purposes in such manner as a majority of said Board shall deem to be in the best interests of the Town.

ARTICLE 31. To see if the Town will vote to accept from Flora B. Elton of Southborough a deed in fee of a certain parcel of land located westerly of Cordaville Road in Southborough, said land to be used for Cemetery Purposes and described as follows:

Being Parcel "B" as shown on a Plan of Land entitled "Plan of Land in Southborough, Mass., owned by Flora B. Elton, Book 3542, Page 519, Scale 1"=40', December 29, 1967, Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass., John D. Costedio (Reg. Land Surveyor", containing 11,900 square feet. Said plan is on file in the Office of the Town Clerk, or do or act anything in relation thereto.

VOTED: That the Town accept from Flora B. Elton of Southborough a Deed in Fee of a certain parcel of land to be used for Cemetery purposes as described in the Article.

ARTICLE 32. To see if the Town will vote to amend Section IV of its rules and regulations governing the subdivision of land effective June 6, 1955 by adding at the end thereof as most recently amended, the following paragraph:

SHADE TREES

1. Retention. Outside of the street lines, no trees over four (4) inch caliper shall be removed or have grade level underneath them altered more than six (6) inches until the Tree Warden and the Conservation

Commission has been notified in writing and given one week to designate which trees are to be preserved and the manner in which this is to be accomplished.

2. Placement. Unless in the opinion of the Board, existing shade trees are adequate, shade trees of two (2) inches caliper or more and of a variety acceptable to the Board shall be planted normally not more than forty (40) feet apart and equidistant from the sidewalk and edge of paved street (or about 2 feet from each), each in one-half (½) cubic yard of topsoil, or as recommended by the Tree Warden.

VOTED: That this article be dismissed.

ARTICLE 33. To see if the Town will vote to further amend Section III Part 2 of the Zoning By-Laws of the Town of Southborough as adopted on June 6, 1955, as amended, by changing from Residence A to Industrial Park District the land situated in the Northborough Road area, bounded as follows:

On the north by the boundary line of the Town of Southborough and the City of Marlborough; On the east by the westerly line of Jericho Hill Road and the westerly line of Northborough Road between Jericho Hill Road and the Metropolitan District Commission's aqueduct known as Stoney Brook; On the south by the Metropolitan District Commission's aqueduct known as Stoney Brook; And on the west by the Boundary line of the Town of Southborough and the City of Marlborough; or do or act anything in relation thereto.

VOTED: That this article be dismissed.

ARTICLE 34. To see if the Town will vote to further amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough as adopted on June 6, 1955, as

amended from time to time thereafter by changing from Industrial Park District to Residence A District, the land situated in the Tara Road area, bounded as follows:

On the north by a line parallel to and 250 feet north of the northerly bound of Blackthorn Drive;

On the east by a line 750 feet from and parallel to the westerly line of Flagg Road and Love Lane;

On the south by a line parallel to and 850 feet from the southerly line of Blackthorne Drive; and

On the west by a line parallel to and 1100 feet east of the easterly line of the land of the Commonwealth of Massachusetts known as Interstate Route 495; or do or act anything in relation thereto.

VOTED UNANIMOUSLY: To amend Section III, Part 2 of the Zoning By-Law of the Town of Southborough as adopted on June 6, 1955 and as amended from time to time thereafter by changing from Industrial Park District to Residence A District the land situated in the Tara Road area, bounded as follows:

On the north by a line parallel to and 450 feet north of the Northerly bound of Blackthorn Drive;

On the east by a line 750 feet from and parallel to the Westerly line of Flagg Road and Love Lane;

On the South along the common lot lines of Lots 75, 76 and Lots 92 and 91 as numbered on a plan entitled Plan of Fiddlers Green drawn by MacCarthy Engineering Service dated June 20, 1960, extended to the point of intersection of the Westerly line of Davis Road;

On the west by a line parallel to and 900 feet east of the Easterly line of the land of the Commonwealth of Massachusetts known as Interstate Route 495 to a point where said course meets the northerly bound of the description recited herein.

ARTICLE 35. To see if the Town will vote to further amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough adopted on June 6, 1955, as amended from time to time thereafter by changing from Residence B District to a Business District:

The land situated on the southwesterly side of Framingham Road bounded and described as follows:

Beginning at a point which is 1000 feet southeasterly of intersection of Cross Street and Framingham Road; Thence southwesterly on a line 90 degrees to Framingham Road a distance of 250 feet to a point; thence northwesterly by a line running parallel to and 250 feet from the southwesterly side of Framingham Road to a point on the southerly side of Cross Street; thence easterly by the southerly side of Cross Street to Framingham Road; thence southeasterly by the southwesterly side of Framingham Road 1000 feet to the point of beginning, or do or act anything in relation thereto.

VOTED: That this article be dismissed.

ARTICLE 36. To see if the Town will vote to further amend Section III, paragraph 2 of its Zoning By-Laws, effective June 6, 1955, and as amended from time to time thereafter, by changing one section of the following described area from a Residence A District to a Research, Scientific and Professional District:

The land in the northeast portion of the town bounded: On the north by the Southborough and Marlborough boundary line; On the east by the Southborough and Framingham boundary line; On the south by a line parallel to and 3300 feet south of the Southborough and Marlborough boundary; On the west by the easterly shore of the Sudbury Reservoir of the Metropolitan District Commission; or do or act anything in relation thereto.

VOTED: That this article be dismissed.

ARTICLE 37. To see if the Town will vote to appropriate a sum of money for the purpose of installing a 12 inch water main on Turnpike Road from Flagg Road easterly a distance of 1400 feet and to determine whether said appropriation shall be raised by taxation or by transfer from available funds, or by borrowing or otherwise, and to instruct and authorize the Water Department in connection therewith, or do or act anything in relation thereto.

VOTED: That the Town transfer $20,000.00 from Available Funds and accept $10,000.00 from Crandall-Hicks Company, and that the said total sum of $30,000.00 shall be appropriated for the purpose of the installation of a twelve inch water main on Turnpike Road from Flagg Road easterly a distance of 1400 feet or such distance, more or less, as can be installed within the limits of the appropriation as determined by the Water Commission.

ARTICLE 38. To see if the Town will vote to accept from Ernest J. Capone, Olive L. Capone, George Capone, Ann Capone, Albert J. Capone and Celia C. Capone a conveyance of an easement for drainage purposes located on a parcel of land located on the westerly side of Boston Road in Southborough and bounded and described as follows:

Beginning at the northwest corner of the premises on the Southwesterly side of Boston Road and at land of Lamy and Hallisey; thence by the Southwesterly side of said Boston Road S. 26°29'56" E. 20.285 feet to a corner; thence S. 73°07'09" W. 139.03 feet to a corner on a curve at land of the New York, New Haven & Hartford Railroad Company; thence by said Railroad Company land on a curve to the right with a radius of 2831.93 feet, 20.79 feet to a corner at land of said Lamy and Hallisey; thence by said Lamy and Hallisey land N. 73°07'09" E. 141.33 feet to the point of beginning. Said lot contains 2803 square feet and is shown on a sketch by Nashoba Survey Co., Inc. dated June 6, 1966, or do or act anything in relation thereto.

VOTED: That the Town accept the conveyance of an easement for drainage purposes from Ernest J. Capone et als. on a parcel of land located in the Westerly side of Boston Road in Southborough as described in the Article.

ARTICLE 39. To see if the Town will vote to accept the provisions of an act passed by the General Court in the year nineteen hundred and sixty-six, providing for the establishment of a regional school district by the City of Marlborough and the Towns of Berlin, Boylston, Hudson, Maynard, Northborough, Southborough and Westborough, and the construction, maintenance and operation of a regional vocational school by the said district in accordance with the provisions of a proposed agreement filed with the City Council of said City and the Selectmen of said Towns, which question will be presented for determination by vote on a printed ballot to be used at this meeting, said ballot being in the following form:

> "Shall the Town of Southborough accept the provisions of an act passed by the General Court in the year nineteen hundred and sixty-six, providing for the establishment of a regional school district by the City of Marlborough and the Towns of Berlin, Boylston, Hudson, Maynard, Northborough, Southborough, and Westborough, and the construction, maintenance and operation of a regional vocational school by the said district in accordance with the provisions of a proposed agreement filed with the City Council of the said City and the Selectmen of said Towns?"
>
> Yes ..... No .....

or do or act in any way relative thereto.

By printed ballot in the form stated in this article, the following vote was taken: Yes 201
No 49.

Following action on the above article, the meeting was adjourned at 11:40 P.M. to Wednesday, March 13, 1968 at 7 o'clock, P.M.

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

Adjourned Town Meeting

March 13, 1968

At the adjourned Town Meeting duly called and held in the Town Hall, Southborough on March 13, 1968 at 7:00 p.m., the following articles were voted upon in legal manner. There was a quorum present. (162 voters)

Checkers: Mrs. Elizabeth Maley, Mrs. Jean O'Brien, Mrs. Gertrude Phaneuf and Mrs. Avis Cummings.

The meeting was called to order at 8:40 p.m. by the Moderator Donald R. Banks.

ARTICLE 40. To see if the Town will vote to raise and appropriate or to transfer from available funds the sum of $1,000.00 for the purpose of paying assessments levied or to be levied by the Assabet Valley Regional Vocational Technical High School District from March 1968 to March 1969, or do or act anything in relation thereto.

VOTED: That the sum of $1,000.00 be transferred from Available Funds and that said sum be appropriated for the purpose of paying assessments levied or to be levied by the Assabet Valley Regional Vocational Technical High School from March 1968 to March 1969.

ARTICLE 41. To see if the Town will vote, for the purpose of preparing plans, specifications, and cost estimates for constructing, furnishing and equipping such elementary school buildings and facilities as are recommended by the School Study Committee established by vote taken under Article 33 of the Warrant for the Annual Town Meeting of March, 1959 as amended by vote taken under Article VII of the Warrant for the Special Town Meeting of December 11, 1961 and to grant authority to any person or committees to enter into contracts for such purposes: and to appropriate the sum of $80,000.00, a sum of money therefor, and to determine how such appropriation shall be raised, whether by transfer from available funds, by borrowing, or otherwise, and to do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of $20,000. be transferred from Available Funds and the sum of $60,000.00 be raised by borrowing and that the total sum of $80,000.00 be appropriated for the purpose of preparing plans, specifications and cost estimates for constructing, furnishing and equipping such elementary school buildings and facilities as are recommended by the School Study Committee and to grant authority to the School Study Committee to enter into contracts for such purposes.

ARTICLE 42. To see if the Town will vote to accept and re-establish as a town way, under the provisions of Chapter 82 of the General Laws a portion of Richards Road, westerly of Cordaville Road and easterly of Parkerville Road, as layed out, altered and relocated by the Selectmen in accordance with the measurements and boundaries as shown on a plan entitled "Southborough Plan of Proposed Alteration of Richards Road, Southborough, Mass., Scale 1"=40', dated December 28, 1967, W. B. Brown, Civil Engineer, Grafton, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept and re-establish as a Town Way a portion of Richards Road westerly of Cordaville Road and easterly of Parkerville Road,

as layed out and relocated by the Selectmen in accordance with the measurements and boundaries as shown on a plan entitled "Southborough Plan of Proposed Alteration of Richards Road, Southborough, Mass. Scale 1"=40', dated December 28, 1967, W. B. Brown, Civil Engineer, Grafton, Mass."

ARTICLE 43. To see if the Town will vote for the purpose of widening, relocating or otherwise improve Richards Road, to acquire by gift, purchase or eminent domain or otherwise the following described parcel of land or of any easements, rights or other interest therein.

> Beginning at a granite bound on the northerly side of Richards Road at land of the Mass. Turnpike Authority; thence S. 73°47'30" E. 114.46 feet; thence S. 68° 53'17" E. 415.42 feet; thence S. 78°07'30" E. 580.00 feet; thence S. 88°05'53" E. 398.69 feet; thence N. 83° 48'30" E. 268.00 feet, more or less, to land of the Roman Catholic Bishop of Worcester; thence westerly by the northerly line of the old layout of Richards Road 1775 feet, more or less, to land of the Mass. Turnpike Authority; thence northerly 12 feet, more or less, to the point of beginning. Containing 25,952 square feet of land, more or less.

And further vote to raise and appropriate or transfer from any of its available funds, or borrow and appropriate a sum of money therefor or otherwise, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town will acquire by purchase the parcel of land as described in the Article together with any easements, rights or other interest therein, for the purpose of widening, relocating and otherwise improve Richards Road, and that the sum of $3,500.00 be transferred from Available Funds and that said sum be appropriated for that purpose.

ARTICLE 44. To see if the Town will vote to raise and appropriate, or transfer from available funds or to borrow and appropriate, $44,000.00 for the purpose of relocating and reconstructing Richards Road, and the installation of a sidewalk from Cordaville Road to Bryden Road, and the installation of 1700 feet of water main, hydrants and services to the curb to the Mary E. Finn School, and that the said sum shall be expended under the supervision of the Selectmen and Water Commissioners as follows:

Road and Sidewalk construction	$29,000.00
Water Construction	15,000.00

or do or act anything in relation thereto.

Alfred W. Howes requested that he be recorded as contending that this street has not been properly layed out.

VOTED UNANIMOUSLY: That the sum of $44,000.00 be transferred from Available Funds and that the same be appropriated for the purpose of relocating and reconstructing Richards Road, the installation of sidewalk from Cordaville Road to Bryden Road and the installation of 1700 feet of water main, hydrants and services to the curb, to the Mary Finn School and that the sum shall be expended under the supervision of the Selectmen and Water Commissioners as follows:

Road and Sidewalk construction	$29,000.00
Water Construction	15,000.00

ARTICLE 45. To see if the Town will vote to raise and appropriate, or transfer from any of its available funds and appropriate, such sums of money as may be necessary to prepare, publish and cause to be printed an official list of the real and personal estates in the Town liable to taxation, said list to contain the names of the owners, arranged alphabetically, the location and a brief description of the property and its value as determined by the Assessors, and the local tax assessed in the year 1968, printed copies of said list to

be distributed by the Town Clerk to all who request the same, all as required by Article VI, Section I of the Town By-Laws, and to determine whether or not a charge shall be made for each such copy distributed, and if so, to determine the amount of such charge, or do or act anything in relation thereto.

VOTED: That the sum of $2,000.00 be raised and appropriated for the purpose of preparing and publishing and causing to be printed, an official list of the real and personal estates in the Town liable to taxation, containing the names of owners, arranged alphabetically, the location and a brief description of the property and its valuation as determined by the Assessors, and the local tax assessed in the year 1968; that printed copies of said list be distributed by the Board of Assessors to all Voters of the Town who request them; that a fee of $2.00 be collected for each such publication requested by a non-Voter.

ARTICLE 46. To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned Street, known as McNeil Drive, located off the easterly side Latisquama Road, as layed out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan of Acceptance of McNeil Drive, Southborough, Mass., Scale 1"=40', January 10, 1968, Nashoba Survey Company, 55 Mechanic Street, Marlborough, Mass." which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept as a Town Way, McNeil Drive, located off the easterly side of Latisquama Road, as layed out by the Selectmen and according to boundaries and measurements as shown on a plan entitled "Plan of Acceptance of McNeil Drive, Southborough, Mass., Scale 1"=40', January 10, 1968, Nashoba Survey Company, 55 Mechanic Street, Marlborough, Mass." and that said street shall be named McNeil Drive.

ARTICLE 47. To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned street known as Birchwood Drive, located off the northeasterly side of Latisquama Road, as layed out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan of Acceptance of Birchwood Drive in Southborough, Mass., Scale 1"=40', dated January 9, 1968, Nashoba Survey Company, 55 Mechanic Street, Marlborough, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept as a Town Way a private street known as Birchwood Drive located off the northeasterly side of Latisquama Road, as layed out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled, "Plan of Acceptance of Birchwood Drive in Southborough, Mass., Scale 1"=40', dated January 9, 1968, Nashoba Survey Company, 55 Mechanic Street, Marlborough, Mass.," and that said street shall be named Birchwood Drive.

ARTICLE 48. To see if the Town will vote to accept as a public way, the private way known as Hilltop Drive, as layed out by the Selectmen and in accordance with the plan and layout on file in the Office of the Town Clerk, which proposed street runs in an easterly direction about 400 feet from the easterly side of Oak Hill Road, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept as a public way, private way known as Hilltop Drive, which way runs in an easterly direction about 400 feet from the easterly side of Oak Hill Road as layed out by the Selectmen in accordance with a plan and layout on file in the Office of the Town Clerk, and that said street shall be named Hilltop Drive.

ARTICLE 49. To see if the Town will vote to accept from Donald and Jean Dezarn and five others, instruments conveying to the Town easements, fees or other interest in several parcels of land lying on both sides of Hilltop Drive, a private way running easterly from Oak Hill Road in Fayville, said parcels containing a total of about 12,880 square feet of land extending about 400 feet easterly from said Oak Hill Road and more particularly described in conveyances from said Dezarns and others now on file in the Office of the Town Clerk, said parcels being shown as "Hilltop Drive" on a plan of land entitled "Plan of Acceptance of Hilltop Drive in Southborough, Mass." which plan is also on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept from Donald and Jean Dezarn and five others, instruments conveying to the Town easements, fees and other interests in several parcels of land lying on both sides of Hilltop Drive, a private way, running easterly from Oak Hill Road, Fayville, said parcels containing a total of 12,880 square feet of land extending about 400 feet easterly from said Oak Hill Road and more particularly described in conveyances from said Dezarns and others, now on file in the Office of the Town Clerk.

ARTICLE 50. To see if the Town will vote to accept and re-establish as a Town Way under the provisions of Chapter 82 of the General Laws a portion of Clemmons Street and Nichols Street as layed out, altered and relocated by the Selectmen in accordance with the measurements and boundaries as shown on a plan entitled "Southborough Plan of Proposed Alteration of Nichols Street and a portion of Clemmons Street, Scale 1"=40', November 7, 1966, W. B. Brown, Civil Engineer, Grafton, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town shall accept and re-establish as a Town Way a portion of Clemmons

Street and Nichols Street as layed out, altered and relocated by the Selectmen in accordance with the measurements and boundaries as shown on a plan entitled "Southborough Plan of Proposed Alterations of Nichols Street and a portion of Clemmons Street, Scale 1"=40', November 7, 1966, W. B. Brown, Civil Engineer, Grafton, Mass."

ARTICLE 51. To see if the Town will vote to accept from Jefts G. Beede, et ux., William M. Jackson et ux., Robert A. Lebewohl et al. and Frank C. Chiavarini, deeds of release conveying to the Town easements, fees, slope easements and other interests in parcels of land abutting Clemmons and Nichols Street for the purpose of widening, relocating and altering said streets as shown on the following entitled plans:

> "Southborough Plan of Proposed Alteration of Nichols Street and a portion of Clemmons Street, Scale 1"=40', dated November 7, 1966, W. B. Brown, Civil Engineer, Grafton, Mass."
>
> "Southborough Plan of Proposed Alteration at Nichols Street and Pine Hill Road, Scale 1"=40', dated November 7, 1966, W. B. Brown, Civil Engineer, Grafton, Mass."
>
> "Southborough Plan of Proposed Alteration at intersection of Clemmons Street and Nichols Street, Scale 1"=40', dated November 7, 1966, W. B. Brown, Civil Engineer, Grafton, Mass." Said deeds of release together with said plans being on file in the office of the Town Clerk,

or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town accept from Jefts G. Beede et ux., William M. Jackson et ux., Robert A. Lebewohl et al. and Frank C. Chiavarini, deeds of release conveying to the Town easements, fees, slope easements and other interests in parcels of land abutting Clemmons and Nichols Street for the purpose of widening, relocating and altering said streets as shown on plans described in the Article.

ARTICLE 52. To see if the Town will vote to accept and establish as a Town Way under the provisions of Chapter 82 of the General Laws a privately owned street, known as General Henry Knox Street, located between Middle Road and Parkerville Road, as layed out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan and profile, General Henry Knox Street, Southborough, Mass., Scale 1"=40', February 1966, Survey by Colburn Engineering, Natick, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED: That this article be dismissed.

ARTICLE 53. To see what action the Town will vote to take to determine the exact location of both termini of Valley Road and to raise and appropriate or transfer from any of its available funds, and appropriate such sums of money as may be required therefor, or to vote to apply any other funds which may be available therefor, or do or act anything in relation thereto.

The following motion on the above article was **not** voted: I move that the location of the northerly terminus of Valley Road be determined and that the Selectmen be instructed to select and employ an independent title examiner, whose principal place of business is at the Worcester County South District Registry of Deeds, to make such determination and to prepare and file with the Town Clerk for recording in the Town Records, a report and copy of the findings upon which such determination is based, and that for such purpose, the sum of $150.00 be raised and appropriated.

The vote on the above motion was as follows:

In favor	47
Against	67.

Subsequent to taking the above vote, the quorum was questioned and upon determination that a quorum was not present the meeting was adjourned to Monday, April 1, 1968 at 7:30 P.M.

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

Adjourned Town Meeting

April 1, 1968

At the adjourned Town Meeting duly called and held on April 1, 1968 in the Town Hall, a quorum not being present said meeting was adjourned to Monday, April 22, 1968 at 8 P.M.

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

Adjourned Town Meeting

April 22,1968

At the adjourned Town Meeting duly called and held in the Town Hall Southborough on April 22, 1968 at 8:00 P.M., the following articles were voted upon in legal manner. There was a quorum present (205 voters).

Checkers: Mrs. Elizabeth Maley, Mrs. Jean O'Brien, Mrs. Gertrude Phaneuf and Mrs. Avis Cummings.

The meeting was called to order at 8:20 p.m. by Moderrator Donald R. Banks.

ARTICLE 54. To see if the Town will grant to American Telephone and Telegraph Company an easement twenty feet wide, parallel with and adjacent to the easterly property line of a tract of land purchased by the Town of Southborough, known as the Deerfoot Property, for the installation and maintenance of a buried coaxial cable, and to authorize the Selectmen to take such action and execute and deliver such documents as are necessary in connection therewith, or act in any manner relating thereto. This tract, as well as the route of this buried cable, is shown on a plan attached hereto, titled "American Telephone & Telegraph Co., proposed buried cable crossing property of Town of Southborough, Worcester County, State of Mass.," dated April 28, 1967.

VOTED: That the Town grant to the American Telephone & Telegraph Company an easement twenty feet wide, parallel with and adjacent to the easterly property line of a tract of land owned by the Town of Southborough, known as the Deerfoot Property, for the installation and maintenance of a buried coaxial cable and to authorize the Selectmen to take such action and execute and deliver such documents as are necessary in connection therewith.

Subsequent to action on the above article, Article 9 was duly voted as set forth in sequence of article under date of March 11, 1968.

The meeting was dissolved at 8:30 P.M.

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

Special Town Meeting

June 17, 1968

At the Special Town Meeting duly called and held in the Town Hall, Southborough on June 17, 1968 at 8:00 P.M., the following articles were voted upon in legal manner. There was a quorum present (177 Voters).

Checkers: Mrs. Elizabeth Maley, Miss Josephine O'Donnell, Mrs. Benita Hubley, Mrs. Jean O'Brien.

The Meeting was called to order at 8:15 P.M. by Moderator Donald R. Banks.

ARTICLE 1. To see if the Town will vote to rescind the sum of Sixty Thousand ($60,000.00) Dollars authorized to be raised by borrowing and appropriate under Article 41 of the Warrant for the Annual Town Meeting of 1968 as the same was without effect or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the Town rescind the sum of Sixty Thousand ($60,000.00) Dollars to be raised by borrowing and appropriated under Article 41 of the Warrant for the Annual Town Meeting of 1968.

ARTICLE 2. To see if the Town will vote, for the purpose of constructing, furnishing and equipping such elementary school building and facilities, including the preparation of plans, specifications and costs estimates therefor, as are recommended by the School Study Committee established by vote taken under Article 33 of the Warrant for the Annual Town Meeting of March, 1959, as amended by vote taken under Article VII of the Warrant for the Special Town Meeting of December 11, 1961 and to grant authority to any person or committees to enter into contracts for such purposes, to raise and appropriate, or transfer from available funds, and appropriate the sum of Sixty Thousand ($60,000.) Dollars, therefor or otherwise, or do or act anything in relation thereto.

VOTED UNANIMOUSLY: That the sum of Fifteen Thousand ($15,000.00) Dollars be transferred from available funds and that Forty-Five Thousand ($45,000.00) Dollars be raised and appropriated, and that the total sum of Sixty Thousand ($60,000.00) Dollars be appropriated for the purpose of constructing, furnishing, and equipping such elementary school buildings and facilities, including the preparation of plans, specifications, and costs estimates therefor, as are recommended by the School Study Committee established by vote taken under Article 33 of the Warrant for the Annual Town Meeting of March 1959, as amended by vote taken under Article VII of the Warrant for the Special Town Meeting of December 11, 1961 and the said School Study Committee be authorized to enter into contracts for such purposes.

The meeting was dissolved at 8:45 p.m.

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

Special Town Meeting

December 16, 1968

At the Special Town Meeting duly called and held in the Town Hall, Southborough on December 16, 1968 at 8:00 p.m., the following articles were voted upon in legal manner. There was a quorum present (182 voters).

Checkers: Mrs. Elizabeth Maley, Miss Eileen Salmon, Mrs. Gertrude Phaneuf and Mrs. Benita Hubley.

The meeting was called to order at 8:10 p.m. by Moderator Donald R. Banks.

ARTICLE 1. To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned street known as Fairview Drive, from the Westerly side of Parkerville Road to other land of Randall Construction Co., Inc. at Station 6+20.36 as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan of Acceptance of a portion of Fairview Drive in Southborough, Mass., Scale 1"=40', October 15, 1968, Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass.", which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

Planning Board recommended acceptance of this street.

VOTED UNANIMOUSLY: That the Town accept as a Town Way a private street known as Fairview Drive, from the Westerly side of Parkerville Road to other land of Randall Construction Co., Inc. at Station 6+ 20.36 as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan of Acceptance of and measurements as shown on a plan entitled "Plan of Acceptance of a portion of Fairview Drive in Southborough, Mass., Scale 1"=40', October 15, 1968, Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass.", and that said street shall be named Fairview Drive.

ARTICLE 2. To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned street known as Summit Road from the Northerly side of Fairview Drive to a point at land of Charles Sumner Barton at Station 9+ 93.61 as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan of Acceptance of Summit Road in Southborough, Mass., Scale 1"=40', October 10, 1968, Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass.", which plan and layout are on file in the office of the Town Clrek or do or act anything in relation thereto.

Planning Board recommended acceptance of this street.

VOTED UNANIMOUSLY: That the Town accept as a Town Way a private street known as Summit Road, from the Northerly side of Fairview Drive to a point at land of Charles Sumner Barton at Station 9+ 93.61 as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan of Acceptance of Summit Road in Southborough, Mass., Scale 1"=40', October 19, 1968, Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass.," and that said street shall be named Summit Road.

ARTICLE 3. To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned street known as Carolyn Terrace as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Acceptance Plan of Carolyn Terrace from Station 0 + 0 to Station 5 + 7215 in Southborough, Mass., Scale 1"=40', July 2, 1968, Plan from Nashoba Survey Co., Marlborough, Mass., containing 27,662 square feet," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

Planning Board recommended acceptance of this street.

VOTED UNANIMOUSLY: That the Town accept as a Town Way a private street known as Carolyn Terrace as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Acceptance Plan of Carolyn Terrace from Station 0 +0 to Station 5 + 7215 in Southborough, Mass., Scale 1"=40', July 2, 1968, Plan from Nashoba Survey Co., Marlborough, Mass., containing 27,662 square feet," and that said street shall be named Carolyn Terrace.

ARTICLE 4. To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned street known as Strawberry Hill Road, on the northerly side of Flagg Road to Station 18 + 7534, including the turn-around at

said station, as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan Acceptance of Strawberry Hill Road in Southboro, Mass. Scale 1"=40', November 15, 1968, Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.
The Planning Board recommended acceptance of this street.

VOTED: That the Town accept as a Town Way a private street known as Strawberry Hill Road, on the northerly side of Flagg Road to Station 18 + 7534, including the turnaround at said station, as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan Acceptance of Strawberry Hill Road in Southborough, Mass., Scale 1"=40', November 15, 1968, Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass.," and that said street shall be named Strawberry Hill Road.

The vote on the above article was:

In favor	91
Against	75

ARTICLE 5. To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned street known as Rock Point Road, beginning on the Westerly side of Cordaville Road; thence Westerly, Southerly and Easterly on a general curve to the left to the Westerly side of Cordaville Road as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Street Acceptance Plan Rock Point Road, Southboro, Mass., Scale 1"=40', October 12, 1968, Plan by Raymond Engineering Service, Hudson, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

VOTED: That the Town accept as a Town Way a private street known at Rock Point Road, beginning on the

Westerly side of Cordaville Road; thence Westerly, Southerly and Easterly on a general curve to the left to the Westerly side of Cordaville Road as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Street Acceptance Plan Rock Point Road, Southboro, Mass., Scale 1"=40', October 12, 1968, Plan by Raymond Engineering Service, Hudson, Mass.," and that said street shall be named Rock Point Road.

ARTICLE 6. To see if the Town will transfer from any of its avialble funds and appropriate the sum of Three Thousand Five Hundred Dollars ($3,500.) to be used for the installation of the water service for the new Highway Garage off Cordaville Road.

VOTED UNANIMOUSLY: That the sum of Three Thousand Five Hunded Dollars ($3,500.) be transferred from the Overlay Surplus and that the same be appropriated for the purpose of the installation of the water service for the new Highway Garage off Cordaville Road.

ARTICLE 7. To see if the Town will vote to transfer from any available funds and to appropriate the following sums of money for the following purposes:

1.	Police Department (other expenses)		$1,000.00
2.	Highway Equipment and Maintenance		430.00
3.	Gasoline		500.00
4.	Fire Department		
	(a) Wages—Permanent Men	$1,131.71	
	(b) Wages—Call Men	1,538.94	
	(c) Other Expenses	6,089.21	$8,759.86
5.	Board of Appeals (Other Exp.)		150.00
6.	Building Dept.—Inspection Fees		2,000.00

VOTED: That the sum of One Thousand ($1,000.) Dollars be transferred from Overlay Surplus and that the same be appropriated for Police Department, Other Expenses;

That the sum of Four Hundred Thirty ($430.) Dollars be transferred from the Overlay Surplus and that the same be appropriated for Highway Equipment and Maintenance;

That the sum of Five Hundred ($500.) Dollars be transferred from the Overlay Surplus and that the same be appropriated to the Gasoline Account.

That the sum of Eight Thousand Seven Hundred Fifty-Nine and 86/100 ($8,759.86) Dollars be transferred from Overlay Surplus and that the same be appropriated for Fire Department (a) Wages—Permanent Men, (b) Wages—Call Men, (c) Other Expenses as set forth in the Article;

That the sum of Two Thousand ($2,000.) Dollars be transferred from the Overlay Surplus and that the same be appropriated for Building Department Inspection Fees.

And further that the total sum of the above items in the amount of $12,689.86 be transferred from the Overlay Surplus to be appropriated as voted.

ARTICLE 8. To see if the Town will vote to amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough establishing the boundaries of the districts as shown on the map which is a part thereof and adopted by the Town of Southborough on June 6, 1955, as amended, by changing the following described area from a Business District to a Residence B. District:

Land situated on the southwesterly side of Boston Road in the area between Central and Willow Streets and bounded as follows:

NORTHERLY and NORTHEASTERLY by Boston Road;

SOUTHEASTERLY by the land of Felker Bros. Mfg. Co. (said land of Felker Bros. Mfg. Co. is shown as lot 1 in Plan Book 268, Plan 1 filed with the Worcester District Registry of Deeds);

SOUTHERLY and SOUTHWESTERLY by a line parallel with and 250 ft. South and Southwest of the SOUTHERLY and SOUTHWESTERLY side of Boston Road;

WESTERLY and NORTHWESTERLY by land of the Commonwealth of Massachusetts;

or do or act anything in relation thereto.

The following motion was submitted by Mr. John Madden and seconded by Mr. George Coleman:

I move that Section III, Part 2 of the Town of Southborough Zoning By-Law be further amended by striking, from the paragraph added to said By-Law by the vote taken under Article 38 of the 1962 Annual Town Meeting, the words "and on the west and northwest by land of the Commonwealth of Massachusetts," and inserting in their place thereof the words "and on the northwest by land now or formerly of Victor and Avis R. Rossi (this land is described in a deed recorded in Book 4213, Page 301 at the Worcester Registry of Deeds) and land now or formerly of the Town of Southborough (this land is described in a deed recorded in Book 1906, Page 78 at the Worcester Registry of Deeds) so that said paragraph added by the vote taken under Article 38 of the 1962 Annual Town Meeting reads, "The land situated on the southwesterly side of Boston Road and bounded on the northeast and north by Boston Road; on the

southwest by the northwesterly side of Willow Street; on the southwest and south by a line parallel with and 250 ft south and southwest of the southwesterly and southerly side of Boston Road; and on the northwest by land now or formerly of Victor and Avis R. Rossi (this land is described in a deed recorded in Book 4213, Page 301 at the Worcester Registry of Deeds) and land now or formerly of the Town of Southborough (this land is described in a deed recorded in Book 1906, Page 78 at the Worcester Registry of Deeds), be zoned as a business district.

After much discussion on the above motion, it was withdrawn by the proponent, Mr. Madden and the person who seconded the motion, Mr. Coleman and the following motion was then presented:

Motion that the Town vote to amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough establishing the boundaries of the districts as shown on the map which is a part thereof and adopted by the Town of Southborough on June 6, 1955, as amended, by changing the following described areas from a Business District to a Residence B. District:

Land situated on the southwesterly side of Boston Road in the area between Central and Willow Streets and bounded as follows:

Northerly and Northeasterly by Boston Road;

Southeasterly by the land of Felker Bros. Mfg. Co. (said land of Felker Bros. Mfg. Co. is shown as lot 1 in Plan Book 268, Plan 1 filed with the Worcester District Registry of Deeds);

Southerly and Southwesterly by a line parallel with and 250 ft. south and southwest of the southerly and southwesterly side of Boston Road;

Westerly and Northwesterly by land of the Commonwealth of Massachusetts.

The vote on the above motion was as follows:

In favor	33
Against	118

Subsequent to the above vote Alfred W. Howes offered the following motion:

I move that Section III, Paragraph 2 of the Zoning By-Laws, effective June 6, 1955, as amended, be further amended by deleting the words, "on the southeast by the northwesterly side of Willow Street" from the words inserted in said Section III, Paragraph 2 by the vote taken on March 13, 1962, under Article 38 of the Warrant for the Annual Town Meeting of March 12, 1962, namely, "The land situated on the southwesterly side of Boston Road and bounded on the northeast and north by Boston Road; on the southeast by the northwesterly side of Willow Street; on the southwest and south by a line parallel with and 250 feet south and southwest of the southwesterly and southerly side of Boston Road; and on the west and northwest by land of the Commonwealth of Massachusetts, be zoned as a business District," by inserting in said Section III, Paragraph 2, and in place of the words so deleted, the words, "on the southeast by a line running S. 40° 31' 30" W along the southeasterly bound of land now or formerly of Downey and Perkins, Inc., and presently occupied and used as a trucking terminal," so that said vote, as so amended, shall read, "The land situated on the southwesterly side of Boston Road bounded on the northeast and north by Boston Road; on the southeast by a line running S 40° 31' 30" W along the southeasterly bound of land now or formerly of Downey and Perkins, Inc., and presently occupied and used as a trucking terminal; on the southwest and south by a line parallel with and 250 feet south and southwest of the southwesterly and southerly side of Boston Road; and on the west and northwest by land of the Commonwealth of Massachusetts, be zoned as a Business District" and that said

vote taken on March 13, 1962, under Article 38 of the Warrant for the Annual Town Meeting of March 12, 1962, be, and the same is, hereby ratified, confirmed and approved in all other respects.

Upon request of a voter, the opinion of the Town Counsel was sought and the Town Counsel stated that the motion was out of order at this time since action on the article had been taken previously. The Moderator then so ruled.

Mr. Howes then requested that he be recorded as stating that he is in disagreement with the Town Counsel and states that his motion is in order.

ARTICLE 9. To see if the Town will vote to appropriate a sum of money to construct, originally equip and furnish an elementary school and to determine whether such appropriations shall be raised by borrowing or otherwise and to take any other action relative thereto.

A motion to allow Mr. Frank Quann and Mr. Robert Ouellette to enter the meeting for the purpose of consulting with members of the School Committee was carried.

The quorum was questioned and a count determined that 151 were present.

VOTED: That the sum of $1,897,000.00 be appropriated to construct, originally equip and furnish an elementary school; that to raise this appropriation the sum of $102,000.00 be transferred from the Stabilization Fund and the treasurer, with the approval of the Selectmen, be authorized to borrow $1,795,000.00 under Chapter 645 of the Acts of 1948 as amended, provided that the total authorized borrowing shall be reduced by any matching stabilization fund payment, and that the School Study Committee, as established by vote taken under Article 33 of the Warrant for the

Annual Town Meeting of March 1959, as amended by vote taken under Article VII of the Warrant for the Special Town Meeting of December 11, 1961 be and hereby is authorized to take all action necessary to carry out this vote.

The vote on the above was as follows:

In favor	122
Against	10

The meeting was dissolved at 11:20 p.m.

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

ANNUAL TOWN ELECTION

March 18, 1968

MODERATOR—1 year

Donald R. Banks	888
Arthur T. Lutton, Jr.	508
Blanks	48
Total	1,444

TOWN TREASURER—1 year

Walter F. White	1,216
Blanks	228
Total	1,444

TOWN COLLECTOR—3 years

Walter F. White	1,182
Blanks	262
Total	1,444

SELECTMAN—3 years

Robert C. Dumont	974
Thomas W. McAuliffe	461
Blanks	9
Total	1,444

ASSESSOR—3 years

Arthur K. Holmes	1,204
Blanks	240
Total	1,444

ASSESSOR—2 years

George A. Labarre, Jr.	796
Roger W. Maconi	575
Blanks	73
Total	1,444

BOARD OF PUBLIC WELFARE 3 years

Elinor F. Garfield	1,194
Blanks	250
Total	1,444

SCHOOL COMMITTEE—3 years

Harvey D. Bigelow	349
John J. Farrell	334
Janice A. Fletcher	692
Blanks	69
Total	1,444

BOARD OF HEALTH—3 years

John A. Bartolini	1,186
Blanks	258
Total	1,444

WATER COMMISSIONER—3 years

George A. Mooney	1,144
Blanks	300
Total	1,444

TRUSTEE OF LIBRARY (2)—3 years

Anne S. Bradley	1,125
Elizabeth B. White	1,113
Blanks	650
Total	2,888

TRUSTEE OF LIBRARY—

1 year

Natalie J. Fantony	1,196
Blanks	248
Total	1,444

PLANNING BOARD—5 years

Philip W. Burke	955
Arthur J. St. Maurice	438
Scattering	1
Blanks	50
Total	1,444

PLANNING BOARD—2 years

Paul J. McCarthy	1,170
Blanks	275
Total	1,444

CEMETERY COMMISSIONER—

3 years

Harvey D. Bigelow	1,175
Blanks	269
Total	1,444

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

Presidential Primary

April 30, 1968

REPUBLICAN PARTY

PRESIDENTIAL PREFERENCE (REPUBLICAN PARTY)

John A. Volpe	39
Richard Nixon	48
Nelson Rockefeller	53
Eugene McCarthy	14
Hubert Humphrey	3
Ronald Reagan	4
John Lindsey	3
Robert Kennedy	1
Blanks	16
Total	181

DISTRICT DELEGATES (2)

Albert A. Gammal, Jr.	141
Albert P. Manzi	125
Blanks	96
Total	362

ALTERNATE DELEGATES (2)

William I. Randall	154
Paul S. Morgan	126
Blanks	82
Total	362

STATE COMMITTEE (1 man)

Alex M. Pappas	137
Blanks	44
Total	181

STATE COMMITTEE (1 woman)

Mary A. DiBattista	136
Blanks	45
Total	181

DEMOCRATIC PARTY

PRESIDENTIAL PREFERENCE (DEMOCRATIC PARTY)

Eugene J. McCarthy	76
Hubert Humphrey	32
Robert Kennedy	48
George Wallace	1
Lyndon Johnson	1
Blanks	13
Total	171

DISTRICT DELEGATES (2)
Group 1

Joseph C. Casdin	69
Mary E. Murphy	74
Blanks	199
Total	342

DISTRICT DELEGATES (2)
ALTERNATE Group 1

Louis D. Silveri	53
Robert W. Baker	63
Blanks	226
Total	342

DISTRICT DELEGATES (2)
Group 2

William T. Buckley	52
John J. Conte	39
Blanks	251
Total	342

DISTRICT DELEGATES (2)
ALTERNATE Group 2

John T. Dias	57
Richard T. Courtney, Jr.	41
Blanks	244
Total	342

STATE COMMITTEE (1 man)

John J. Casey	88
John P. Glowik	31
Blanks	52
Total	171

STATE COMMITTEE
(1 woman)

Mary DePasquale Murray	109
Blanks	62
Total	171

TOWN COMMITTEE

James A. Sweeney	109
Paul J. Berry	23
Walter R. Curtin	21
Louis Bartolini	21
Catherine E. Gralton	21
Dorothy A. Boland	21
Thomas W. McAuliffe	21
Patricia E. Boyle	21
Florence P. Slack	21
Rosalie I. Baker	22
Donald Leavitt	2
Nancy Ulen	2
Edward W. LaBonte	1
Blanks	1,404
Total	1,710

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

State Primary

September 17, 1968

DEMOCRATIC PARTY

CONGRESSMAN—Fourth District

Harold D. Donohue	179
Joseph C. Casdin	56
Blanks	3
Total	238

COUNCILLOR—Seventh District

Walter F. Kelly	196
Blanks	42
Total	238

SENATOR—Fourth Worcester District

James A. Kelly, Jr.	198
Blanks	40
Total	238

REPRESENTATIVE IN GENERAL COURT—Twenty-third Worcester District)

William J. Leonard	192
Robert C. Reynolds	1
Blanks	45
Total	238

COUNTY COMMISSIONERS (2)

Joseph A. Aspero	135
Paul X. Tivnan	151
John A. DiPilato	97
Blanks	93
Total	476

SHERIFF

Joseph A. Smith	150
Albert P. DeAngelis	67
Blanks	21
Total	238

REPUBLICAN PARTY

CONGRESSMAN—Fourth District

Howard A. Miller, Jr.	486
Blanks	165
Total	651

COUNCILLOR—Seventh District

John Haslett	1
Charles E. Wood	1
Blanks	649
Total	651

SENATOR—Fourth Worcester District

Nathaniel C. Bradley	1
Blanks	650
Total	651

REPRESENTATIVE IN GENERAL COURT—Twenty-third Worcester District

Donald R. Banks	497
Gerald A. McLeod	64
Robert C. Reynolds	88
Blanks	2
Total	651

COUNTY COMMISSIONERS (2)

Israel Weisman	382
Donald R. Banks	1
Blanks	869
Total	1,252

SHERIFF

Cameron Bradley	1
John Grady	25
Paul Heffernan	1
Blanks	624
Total	651

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

State Election

November 5, 1968

ELECTORS OF PRESIDENT AND VICE PRESIDENT

Blomen and Taylor	1
Humphrey and Muskie	1,065
Munn and Fisher	0
Nixon and Agnew	1,128
Wallace and Griffin	67
Eugene McCarthy	1
Blanks	16
Total	*2,278

* Includes Presidential Ballots—10

CONGRESSMAN—Fourth District

Harold D. Donohue	1,093
Howard A. Miller, Jr.	1,116
Blanks	59
Total	2,268

COUNCILLOR—Seventh District

Walter F. Kelly	1,607
Blanks	661
Total	2,268

SENATOR—Fourth Worcester District

James A. Kelly, Jr.	1,589
Blanks	679
Total	2,268

REPRESENTATIVE IN GENERAL COURT—Twenty-third Worcester District

William J. Leonard	923
Robert C. Reynolds	1,250
Blanks	95
Total	2,268

COUNTY COMMISSIONERS (2)

Joseph A. Aspero	1,096
Paul X. Tivnan	1,190
Israel Weisman	1,173
Blanks	1,077
Total	4,536

SHERIFF

Joseph A. Smith	1,619
Blanks	649
Total	2,268

QUESTION NO. 1—Governor to have 10 days to sign a bill

Yes	1,518
No	488
Blanks	262
Total	2,268

QUESTION NO. 2—Graduated Income Tax

Yes	584
No	1,445
Blanks	239
Total	2,268

QUESTION NO. 3—Disability of the Governor

Yes	1,470
No	428
Blanks	370
Total	2,268

QUESTION NO. 4—Constitutional Convention

Yes	991
No	713
Blanks	564
Total	2,268

QUESTION NO. 5

A. Shall licenses be granted in this city (or town) for the sale of all alcoholic beverages (whiskey, rum, gin, malt beverages, wines and all other alcoholic beverages)?

Yes	1,596
No	453
Blanks	219
Total	2,268

B. Shall licenses be granted in this city (or town) for the sale therein of wines and malt beverages (wines, and beer, ale and all other malt beverages)?

Yes	1,612
No	369
Blanks	287
Total	2,268

C. Shall licenses be granted in this city (or town) for the sale therein of all alcoholic beverages in packages, so called, not to be drunk on the premises?

Yes	1,627
No	350
Blanks	291
Total	2,268

D. Shall licenses be granted in this city (or town) for the sale of all alcoholic beverages by hotels having a dining room capacity of not less than ninety-nine persons and lodging capacity of not less than fifty rooms?

Yes	1,599
No	366
Blanks	303
Total	2,268

QUESTION NO. 6—"Shall the Commonwealth of Massachusetts retain capital punishment for crime?"

Yes	1,145
No	824
Blanks	299
Total	2,268

QUESTION NO. 7—"Shall an act passed by the General Court in the year nineteen hundred and sixty-eight, entitled 'An Act authorizing the county commissioners of Worcester County to expend a certain sum of money annually for the purpose of advertising and promoting the recreational, cultural, historic and scenic advantages of said county', be accepted?"

Yes	1,114
No	857
Blanks	297
Total	2,268

A true copy:

Attest:

ELEONORA F. BURKE,
Town Clerk

JURY LIST—1968

Name	Address	Occupation	Employer	Age

MALE

Clifford E. Ansell, 2 Fay Court, Southborough. Tool Maker. Geo. H. Bullard Co., Inc., Hopkinton Rd., Westboro, Mass. 46.

Gordan S. Baker, 104 Turnpike Rd., Fayville. Engineer. General Motors Corp., Framingam, Mass. 59.

James G. Blombach, 206 Southville Rd., Southborough. Electronic Assembler. Engineering Model Lab., Rte. 135, Ashland, Mass. 23.

Clayton W. Brown, 26 E. Main Street, Southborough. Salesman, Manager, Warehouse Supt. Plywood Ranch, 3 Lexington St., Belmont. 49.

Kent M. Brown, 10 Red Gate Lane, Southborough. Asst. Vice-Pres. Sales. Table Talk, Inc., 153 Green St., Worcester. 34.

Ernest J. Capone, 20 Parkerville Rd., Southborough. Building Contractor. Self-employed. 53.

John H. Chapin, 19 Oak Hill Road, Southborough. Research Dir. L. Farber Co., 160 Fremont St., Worcester. 54.

Walter E. Concannon, 12 Strawberry Hill, Southboro. Operator, Chain Stores. Self-employed. 58.

William M. Danusiar, 209 Cordaville Rd., Southboro. Field Engineer, Sup'v. Const. Sun Oil Co., P.O. Box 988, Framingham, Mass. 27.

Richard P. Ferri, 18 Atwood Rd., Southboro. Supervisor, Process Engineering. Norton Company, Worcester. 34.

Thomas Hugh Ferris, Jr., 2 Winter St., Southboro. Sales Clerk. Jordan Marsh, Shoppersworld, Framingham, Mass. 27.

Donald L. Hart, 252 Boston Rd., Southboro. Appliance Repairman. Automatic Appliance Service, Inc., 371 Worcester Rd., Framingham. 44.

John A. Hawks, 101 Framingham Rd., Southboro. 43.

George Heeley, 136 Marlboro Rd., Southboro. Commercial-Industrial Salesman Repres. Worcester Gas Light Co., 162 Main St., Marlboro. 58.

Edward J. Horsley, 212 Boston Road, Southboro. Narrow Fabric Textile Plant Sup't. of Processing Plant. Thomas Taylor & Sons, Inc., 50 Houghton St., Hudson, Mass. 32.

Carl E. Hunley, 47 Southville Rd., Southboro. Service Technician (Computers). Friden, Inc., 227 Huntington Ave., Boston, Mass. 36.

Roy F. Johnson, 179 Parkerville Rd., Southboro. Electrician. Blandin Avenue, Framingham, Mass. 34.

L. Wendell Jordan, Woodland Rd., Southboro. Sales Communication Dept. Graybar Electric Co., Inc., 345 Harrison Ave., Boston. 56.

Leonard E. Livernoche, 205 Cordaville Rd., Southboro. Owner, Auto Body Shop. Lower Falls Auto Body, 26A Washington Street, Wellesley, Mass. 46.

Douglas H. MacFarlane, 19 Gilmore Road, Southboro. American Telephone Equipment Maint. American Telephone, 185 Franklin St., Boston. 35.

Joseph H. Masse, Jr., 22 Gilmore Rd., Southboro. Service Manager, Service & Repair of Photo Copy Equip. Paul B. Williams, Inc., 3 Walnut Park, Wellesley Hills, Mass. 29.

Charles D. Meeker, 10 Moulton Rd., Southboro. District Sales Mgr. Bristol Myers Products, Clinton Division. 42.

Thomas D. Miles, 84 Turnpike Rd., Fayville, Mass. Government Chemist. U.S. Army, Natick Labs. Natick, Mass. 44.

G. Lloyd Nolan, 32 Deerfoot Rd., Southboro. Claims Representative. Utica Mutual Ins. Co., 400 Wyman St., Waltham, Mass. 39.

William H. O'Rourke, 4 Harris Dr., Southboro. Manager, Software Development. 3C Inc., Honeywell EDP, Framingham, Mass. 33.

Warren J. Paradise, 66 Oak Hill Rd., Southboro. Manager, Electronics Engineering Dept. Jarrell-Ash Co., 590 Lincoln St., Waltham, Mass. 38.

Willard S. Putnam, 66 Mt. Vickery Rd., Southboro. Accountant. Grabill, Ley & Butterworth, Attorneys at Law, 10 Post Office Sq., Boston, Mass. 44

John W. Quinn, 9 Ward Rd., Southboro. Heat Treater. Norton Company, Worcester, Mass. 53.

Frank W. Small, 4 Vale Terrace, Southboro. Setup Man, Maintain Automatic Equipment and Controls. General Electric Co., Homer St., Ashland, Mass. 33.

Name	Address	Occupation	Employer	Age

Archibald C. Stirling, 15 Break Neck Hill Rd., Southboro. Tax Accountant. United Shoe Machinery Corp., 140 Federal St., Boston, Mass. 48.

Stanley D. Tanenholtz, 153 Middle Rd., Southboro. Research Physicist. U.S. Army Natick Labs. Natick, Mass. 37.

Ronald E. Thouren, 255 Cordaville Rd., Southboro. Journeyman Cable Splicer. New England Telephone Co., 959 Concord St., Framingham. 33.

Gale L. Vance, 18 Clifford Rd., Southboro. Plant Staff Supervisor. New Eng. Tel. & Tel. Co., 88 Pearl St., Boston, Mass. 44.

Howard D. Youmans, 8 Hickory Rd., Southboro. Consulting Engineer. Morgan Const. Co., 15 Belmont St., Worcester, Mass. 47.

1968—FEMALE

Ursula B. Basiner, 2 Valade Ct., Southboro. Office Worker. Roxbury Carpet Co., 2 Central St., Saxonville. 56. Husband's name, Ernest. Occupation, Trainman, Penn-Central R.R., South Station, Boston, Mass.

Patricia E. Boyle, 47 Deerfoot Rd., Southboro. Research Technician. 37.

Emma L. Coe, 45 Marlboro Rd., Southboro. Housewife. 63. Husband's name, David E. Occupation, Dir. of Athletics, St. Mark's School, Southborough.

Jennie L. Colgate, 128 Woodland Rd., Southboro. Housewife. 44. Husband's name, George E. Occupation, Parker Grant, Johnson St., Ashland, Mass.

Josephine E. Colleary, 13 Winchester St., Southboro. Housewife. 63. Husband's name, William J. Occupation, Custodian, Mass. Turnpike Police Barracks, Southboro.

Margaret K. Dalzell, 7 Latisquama Rd., Southboro. Housewife. 42. Husband's name, Hugh M. Occupation, Automobile Dealer, Rt. 9, Fayville & Main St., Marlboro.

Lillian Garvey, 4 Wood St., Southboro. Att. Nurse. Grafton State Hospital. 47. Husband's name, Harold F. Occupation, Avco Bay State Abrasive, Westboro.

Bessie A. Hunt, 18 Mt. Vickery Rd., Southboro. Shirt Presser. Maurad Decferian Economy Cleaners, Milford, Mass. 60. Husband's name, Price E. Occupation, Potato Chip Co., Boston, Mass.

Name	Address	Occupation	Employer	Age

Geraldine Kurzontkowski, 259 Cordaville Rd., Southboro. 31. Husband's name, Frederick. Occupation, Framingham Contractor Bus. at home.

Judith M. Lutender, 24 Gilmore Rd., Southboro. Housewife. 29. Husband's name, Barry B. Occupation, Asst. Principal, Algonquin Reg. High School, Northboro, Mass.

Lillian M. Milne, 23 Walnut Dr., Southboro (Fayville). 55. Husband's name, John M. Occupation, Maintenance Supervisor, Cath. Guild for the Blind, Newton, Mass.

Virginia G. Moss, 80 Middle Road, Southboro. Housewife. 44. Husband's name, Norman A. Occupation, Accountant, Dennison Mfg. Co., Framingham.

Constance K. Nagle, 7 Strawberry Hill Rd., Southboro. 42. Husband's name, Wm. R. Occupation, Investment Broker, Paine, Webber, Jackson & Curtis, Worcester.

Ruth Packard, 11 Central St., Southboro (Fayville). 54. Husband's name, Joel F. Occupation, Contractor-Bldr., Kerwood Construction, Hudson.

Inez E. Price, 188 Cordaville Rd., Southboro. Assembler. Dennison Mfg. Co., Framingham, Mass. 35. Husband's name, Gerald F. Occupation, Inspector, B & A Railroad, Framingham.

Louise R. Schnare, 5 Upland Rd., Southboro. part-time, Southboro News. 42. Husband's name, David F. Occupation, S'visor, Service Centre, NET&T, Marlboro.

Margaret C. Shoemaker, 14 School St., Southboro. Housewife. 38. Husband's name, John G. Occupation, Chaplain & Teacher, St. Mark's School, Southboro.

Edith G. Sinclair, 18 Walnut Drive, Southboro. Unit Leader (Bookkeeper & Supervisor). John Hancock Mutual Life Ins. Co., Boston. 59. Husband's name, George F. Occupation, Retired.

Jane Stevens, 84 Oak Hill Rd., Fayville. Homemaker. 27. Husband's name, Clarence. Occupation, Meatcutter, Highgrade Foods, Southboro, Mass.

REPORT of the POLICE DEPARTMENT

I am herewith submitting the following Annual Report of the Police Department for the year 1968:

Arrests

Burglary	2
Disturbing the Peace	6
Assault and Battery	3
Non-Support	3
Operating under the influence	2
Sex Offenses	2
Drunkeness	
Male	7
Female	2
Traffic Violation	4
Persons Locked up in Westboro	27

Motor Vehicle Violations

Traffic Violations, Summoned to Court	512
Warnings Issued (Sent to Registry)	14
Registrations Revoked	3
Licenses Suspended by Registry	47
Licenses Revoked	4
Right to Operate, Suspended & Revoked	19
Defective Equipment Tags Issued	81
Parking Ban Tickets Issued	49
Vehicles Towed	27
License to Operate, Returned by Registry after Suspension	28
Accidents Investigated	186
Minor Accidents Investigated	10
Hit and Run	8

Miscellaneous

Breaks	
Attempted breaks, thefts reported and all larcenys	138
Cases solved and prosecuted	14
Vandalism Reported (6 solved)	30
Vehicles Reported as Stolen	6
Vehicles Recovered (Stolen)	13
Business Establishments Found Open	206
Bicycles Reported Stolen	14
Bicycles Recovered	11
Missing Persons Reported	17
Summons Served	220
Emergency Trips to Hospitals	102
Injured Persons taken to Hospitals (Automobiles & Personal Injuries)	181
Oxygen Used	15
Truant Investigations	20
Commitments to State Hospitals	4
Escapees Returned to State Hospital	10
Lyman School Boys Reported Missing	109
Prowler Investigations	27
Complaints Investigated	469
Lord's Day Work Permits Issued	10
Gun Permits Issued	78
Gun Dealer Permits Issued	1
Gunsmith Permit Issued	1
Ammunition Storage Permit	1
Sudden Death Investigation	1
Dog Bites Reported	4
Obscene Telephone Calls Reported (9 persons apprehended)	34
Death Messages Delivered	13
Dog Complaints Reported	51
Twelve Months Tabulation of Phone Calls Received by Police Answering Service	6682
Telephone Calls Received at Police Station and Chief's Home	2256
House Checks	1000

Cruiser Mileage

1-1-68 to 12-31-68	
1968 Cruiser	55,844 miles
1967 Cruiser	47,355 miles
Total for the year	103,199 miles

Mileage reading on 1967 Cruiser is 96,100 miles.
Mileage reading on 1968 Cruiser is 59,100 miles.

1968 was a very busy year for the Police Department. The time spent by all Police Officers was far greater in 1968 than any of the past 10 years. Accidents increased 54%; Trips to Hospitals up 102%; First Aid for the injured or sick and investigations increased 40%; checking of the 85 business estabilshments each night increased 10%; public service-house checks for residents who were away for periods of time increased 200%. Prosecution of motor violations up 82%. There were more safety talks at Schools. Three of the Police Officers were assaulted, one was shot, two were threatened. This little town of Southboro is surrounded by large cities and towns that have from 10 to 15 breaks every 24 hours. We are no longer the same town of five years ago. We will have to expect and accept the fact that crimes that happen in the city of Boston can happen here at any hour of the day or night. We now have big businesses, and drugs wanted by criminals and we are only one-half hour away from down town Boston.

Our Department and the Town must be prepared for all eventualities even if it means raising the budget for more men, a police station, modern equipment, education and a justifiable wage.

I wish to thank all the residents of the town for their cooperation and assistance during the year 1968.

Respectfully submitted,

FRANK J. MATTIOLI,
Chief of Police

Report of the
BOARD OF PUBLIC WELFARE

Although some expenditures have been made throughout the year for medical services incurred prior to July 1, 1968, the major portion of this financial report deals with transactions prior to that date and were made under the supervision of the former Town Board of Public Welfare. It is a source of considerable satisfaction and pride to arrive at the close of 1968 with a sizeable surplus in local funds, namely 40,926.52, that can be credited to the Town E & D Account.

Balances Forward and Receipts

Federal Balances 1-1-68	$22,801.94	
Federal Receipts for Aid, 1968	28,372.97	
Federal Receipts for Administration, 1968	3,995.32	
Local Appropriation 1968	53,625.00	
		$108,795.23
Refunds and Recoveries 1968	2,500.45	
To Federal Accounts		996.43
To E & D Account	1,504.02	$109,791.66

Expenditures—Services Prior to 7-1-68

Aid—Medical Assistance	39,328.88	
Aid—Other Categories	17,064.35	
Administration	9,456.91	
		$65,850.14

Balances 12-31-68		
Federal Balances	3,273.00	
Local Balance Credit to E & D Account)	40,926.52	
	44,199.52	
Cancellations	258.00	$43,941.52
		$109,791.66

Increases—Welfare Services 1967—1968

	1-1-67 6-30-67	6-30-67 12-31-67	1-1-68 6-30-68	7-11-68 12-14-68
MA Applications processed	18	75	43	38
MA Bills processed	280	514	830	670
Applications processed Other categories	8	4	9	4
Total Case Load	34-46	49-88	85-86	87-96
Closed Cases or Transferred	9	12	27	26

The period since July 1, 1968 has been a difficult one involving many adjustments for all concerned. Once more appreciation is expressed to the Selectmen, Police, Board of Public Health, Veterans Agent, Salvation Army, Town Clerk, Treasurer, and Town Accountant for all the cooperation extended this Department.

Respectfully submitted,

MRS. KATHERINE S. BURROWS
PAS & DS Director

REPORT of the HIGHWAY DEPARTMENT

I hereby submit my annual report for the year ending December 31, 1968.

The 90 Construction for 1968 was started at the intersection of Jericho Hill and Fisher Road. The construction on Fisher Road consisted of widening the road, straightening out of curves, putting in drainage. This road will be widened to 36 feet in width. I expect this project to be completed this year to the end of the 1958 construction.

The contract on 90 Maintenance was started June 1, 1968 and completed on November 30, 1968. This work was done on Southville Road which included hot topping, a distance of 2450 feet in length and 24 feet in width. A berm and sidewalk was installed, a distance of 1600 feet in length.

All Chapter 81 work for 1968 was completed December 31, 1968.

Drainage was improved on Parkerville Road. Installed was 526 feet of 12" pipe.

Also, 40 feet of 30" pipe was put in on Mr. Capone's property aside the Southboro Drug Store.

Drainage was installed from Fiddlers Green across Flagg Road through Denman's property, a total of 280 feet of 30" pipe and (3) three manholes.

Richards Road project was started which included cutting down trees, removing brush and a stone wall. It was also widened and straightened out. Fill was hauled in and drainage was installed. A distance of 1100 feet of 12" pipe was used, 14 catch basins and manholes. All telephone poles were moved back.

The reports of receipts and expenditures of the Highway Department will be found in the Town Accountant's Report.

At this time, I wish to thank the Board of Selectmen and the members of the Highway Department and all other Town Departments for their co-operation during the past year.

Respectfully submitted,

LEO J. PESSINI,
Highway Superintendent

REPORT of the PERSONNEL BOARD

In 1968 we presented to the town meeting the recommendations of the firm of Charles Evans and Associates of Boston, who, in meeting with us, recommended increases to employees of the Town.

The Townspeople approved our recommendations and substantial wage increases were appropriated for all departments.

We have followed the workings of the various departments and we feel that the year 1969 should bring further improvements in the pay structure.

Unfortuantely, we lost two chairmen, Ralph Gray and Donald Gleason, who found it necessary to relocate. This we exceedingly regret; their loss is hard to replace.

The Board's office is now located at the Town Hall, in the former quarters of the Welfare Department. Regular meetings are held on the first and third Tuesday of each month except August. Mrs. Curtis MacLauchlin is the Board's Secretary.

Respectfully submitted,

J. FRANKLIN MILLEA
KENNETH F. CLARKE, JR.
EDWARD J. PHAIR
ARTHUR L. SISSON, JR.

REPORT of the BOARD of ASSESSORS

The Board of Assessors had a very active schedule during 1968. There were over 300 building, electrical and plumbing permits, including 82 new houses reviewed in addition to 215 real estate transfers recorded in our office. This required many additional hours of work in order to set the tax rate and keep up with our valuation program.

Present selling prices of new homes as indicated by the market show an 8% to 12% increase over last year. Older homes are selling at higher prices also. Land values are sky rocketing beyond economic reasoning.

The Town can be proud of the type and quality of business, commercial and industrial growth seen through-out the Town in 1968. This has expanded our tax base and allowed for additional growth of our Town facilities.

If we were asked to prognosticate the real estate tax for the years ahead it could be summarized according to the experts by one word—confiscatory. They have a solution to this problem, increase the sales, income, excise and corporation taxes so the real estate tax won't reflect such a heavy burden on the home owners. The costs of government would continue to increase, however the home owner could sit back and watch everyone else pay their share.

Respectfully submitted,

RALPH H. CLARK, Chairman
ARTHUR K. HOLMES, Clerk
GEORGE A. LABARRE, JR.

Town of Southborough

Assessor's Computation of 1968 Tax Rate

Appropriations voted:		
To be raised by taxation	$1,550,623.75	
To be taken from available funds	186,318.14	
Deficits	60.28	
Offsets: School lunch	5,475.94	
Libraries	999.00	
County Assessments:		
County Tax	35,412.90	
County Hospital	1,715.05	
State Assessments:		
State Recreation Areas	3,337.24	
Underestimate 1967	844.78	
Audit of Municipal Accounts	178.46	
Motor Vehicle Excise	566.85	
Overlay 1968	106,075.15	
Gross Amount to be raised		$1,891,607.54
Estimated Receipts:		
Local Aid and Agency Funds	$333,204.38	
Motor Vehicle Excise	120,000.00	
Licenses	10,000.00	
Fines	1,000.00	
General Government	500.00	
Protection of Persons and Property	800.00	
Highways	750.00	
Libraries, fines	100.00	
Water Department	80,000.00	

Cemeteries	1,700.00	
Interest	2,500.00	
Farm Animal Excise	380.00	
St. Mark's and Fay Schools	7,500.00	
M. D. C.	3,500.00	
	561,934.38	
Overestimates	2,131.02	

Amounts voted from available funds:

E and D Fund 3-11-68	102,818.14	
E and D Fund 3-13-68	68,500.00	
E and D Fund 6-17-68	15,000.00	
	186,318.14	
Total estimated receipts and available funds		$ 750,383.54
Net amount to be raised by taxation on property		$1,141,224.00

Valuation of Real and Personal Property:

$32,606,400.00 at $35.00 per thousand		$1,141,224.00
Water liens added to taxes	$ 174.61	
Real estate assessed December 19, 1968	295.75	
Motor Vehicle Excise Tax	187,949.32	
1967 Excise committed in 1968	10,091.44	

Real Estate Valuation:

January 1, 1968	$31,096,140.00
January 1, 1967	28,470,860.00
Gain	$ 2,625,280.00

Personal Property Valuation:

January 1, 1968	$1,510,260.00
January 1, 1967	1,407,940.00
Gain	$102,320.00

Exemptions and Abatements

Motor Vehicle Excise Tax:	
1960 Levy	$4.46
1966 Levy (recovery $7.70)	125.13
1967 Levy (recovery 13.20)	2,011.05
1968 Levy	14,945.19
Personal Tax	
1968 Levy	$15.75
Farm Animal Excise Tax:	
1968 Levy	$80.50
Real Estate Tax:	
Water lien 1967 Levy	$245.04
Tax Titles 1942-1967	378.00
1967 Levy	198.00
1968 Levy	$36,754.85

REPORT of the VETERANS' SERVICES

In 1968 my expenditures for Veterans' Services under Chapter 115, amounted to $17,919.75 of which $8,950.00 will be reimbursed to the Town by the State.

During the year all applications for Veterans Benefits, State Bonus, Veterans pensions and Widows pensions were duly processed for a considerable saving to the Town.

I wish at this time to thank the Board of Selectmen, Advisory Board, local Doctors and all other Departments in the Town for their co-operation during the past year.

Respectfully submitted,

JOSEPH K. MURPHY
Director of Veterans Services
Veterans Agent

REPORT of the VETERANS' GRAVE OFFICER

This year we were given the sad task of interring our first Viet Nam casualty, Robert Raymond Foley. He was laid to rest with a military funeral after paying the supreme sacrifice.

I wish to thank the Veterans of Foreign Wars, the American Legion and the cemetery superintendent and his crew for the time and work spent in getting ready for this sorrowful occasion.

Also, I wish to thank Leo Bertonazzi for the many hours he has spent raising government markers so that they may be seen. This service was rendered by Mr. Bertonazzi without cost to the town and on his own free time.

Respectfully submitted,

GEORGE L. BURWELL,
Veterans' Grave Officer

REPORT of the INSPECTOR of SLAUGHTERING

I hereby submit my annual report for the year ending December 31, 1968.

Number of hogs slaughtered and inspected	95
Number of cattle slaughtered and inspected	40
Number of lambs slaughtered and inspected	20
Number of calves slaughtered and inspected	2

Respectfully submitted,

SERENO W. JOHNSON,
Inspector of Slaughtering

REPORT of the INSPECTOR of ANIMAL HEALTH

Stables Inspected		11
Dairy Cows and Heifers (over 2 years old)		
	Grades	203
	Purebreds	80
Heifers (1-2 years old)		
	Grades	10
	Purebreds	56
Heifer (Calves under 1 year)		
	Grades	23
	Purebreds	36
Bulls		
	Grades	4
	Purebreds	4
Beef Cattle		
	Grades	48
	Purebreds	4
Horses		34
Ponies		8
Goats		0
Sheep		16
Swine		62
Swine Herds		2
Buffaloes		5
Longhorn		9
Persons bitten by dog		20
Cattle reacting to Tuberculin Test		0
Cattle reacting to Brucellous Test		0
Cattle shipped in from out of State		29

Respectfully submitted,

SERENO W. JOHNSON,
Inspector of Animal Health

REPORT of the WATER DEPARTMENT

Due to increased building and an accelerated maintenance and service program it became necessary for the Board to meet twice a month. During the year 24 regular meetings were held and 11 special meetings.

At the Annual Town Election held on March 20, 1968, Mr. George A. Mooney was again elected to the Board of Water Commissioners for a term of three years.

At a meeting of the Board of Water Commissioners held on April 2, 1968, Mr. Arthur L. Hosmer was appointed Chairman for the year 1968. At the same meeting Mr. William G. Binder was re-appointed Superintendent for the year 1968, and Julia Murphy was re-appointed Clerk for the year 1968.

With two new employees it became necessary to start a training program:

1. Teaching pumping station operation and maintenance and chlorination, testing and treatment of water and the necessary skills required to produce good water. With Water Associations encouraging Certification Legislature, it may soon be necessary to certify pumping station operators. This means that a thorough training program will be necessary.
2. Training in hydrant maintenance and valve maintenance and the procedures used in the proper installation and repair of mains.
3. A program on meter installation, repair and maintenance, is now underway.

At this time an expanded meter replacement program is being undertaken. With approximately one-fourth of our meters now in service, at least thirty years old, and the

manufacturers projected age of service 20 years, parts are no longer available to repair these meters. The Board felt a replacement program should be undertaken.

The Turnpike Extension, Article 37, of the Annual Town Meeting of March 11, 1968 has been completed and is now in use.

As a result of a meeting with Mr. Caterino, there are now plans being drawn for a 12" loop to be brought down from the Tank on Fiddler's Green through Fiddler's Green Industrial Park to intercept at Rt. 9 and Flagg Rd. In anticipation of this the Board of Water Commissioners had a 12 x 12 cross installed to readily accept this extension that is to be installed by the developer in order to properly service this area. This will complete a perimeter loop with an adequate transmission main to service this section of the Town.

Richards Rd. Extension (two loops) Article 37 of the Annual Town Meeting of March 11, 1968 has been completed, except for a few minor details.

For future plans after several meetings with developers and industrial realtors, the Board of Water Commissioners strongly recommends that an overall engineering survey in water useage and the damand for water services be made to cover the entire Town. This would enable the Board to plan for future expansion of the water system, as to the size of water mains and the delivery of the proper amount of water to the several sections of the town that are not now covered. The Board at this time has some plans, but feel that professional engineering advice would be to the advantage of the Town in projecting future expansion.

In 1968 all of our existing hydrants have been painted with reflector paint, also the Tank on Fiddler's Green has been painted. Both stations have been painted on the outside, and the new station was painted on the inside also, including pumps and fixtures.

We now hope to start a maintenance program on gate valves, such as an accurate location, lubrication and leak detection.

With so much construction work and new water mains being installed, this work has been delayed, but we hope to continue this work on a fill-in basis along with our regular maintenance program.

At this time the Board of Water Commissioners and the Personnel of the Water Department wish to pay tribute to Mr. Frank Hyde, who for many years worked for us as a meter reader and gave the department long and faithful service, and who recently passed away.

AMOUNT OF WATER PUMPED—1968

January	12,831,900 gals.
February	12,378,500 "
March	12,891,600 "
April	13,646,300 "
May	13,394,600 "
June	13,203,500 "
July	16,703,800 "
August	17,407,000 "
September	14,228,700 "
October	13,416,500 "
November	11,442,300 "
December	10,453,400 "

GASOLINE CONSUMPTION—1968

SW1	1,069.4 gals.
SW2	1,468.0 "
SW3	128.7 "
Small Motors	20.0 "
Compressor	67.9 "
Total	2,772.0 gals.
Tractor, Diesel	252.8 gals.

ADDITIONS—1968

	1967	1968	
Services	57	76	
Total now in use			1376
Renewed		1	
Partial Services to curb only		90	
Hydrants	5	21	
Total now in use			297
Repaired—mechanical failure		14	
Repaired—damaged, accidents		8	
Gate Valves	7	54	
Total now in use			871
Removed & Relocated			
Mains	0	0	
Services	0	0	
Hydrants	1	0	
Breaks in Mains	3	6	
Breaks in Services		7	
Mains	300'		
Under contractors		4000'-8"	
Water Dept.		1700'-8"	
Under Contractors	2700'-10"		
Under contractors	400'-12"	2645'-12"	
Total			11,445'
Total now in use—39 miles 3636' of mains.			
Service Pipe	2280'	4620'	
Total now in use 39 miles 3980' service pipe.			

We wish at this time to thank the various Boards and Departments in the Town of Southboro for their co-operation during the year.

Respectfully submitted,

ARTHUR L. HOSMER, Chrmn.
GEORGE A. MOONEY
JOHN C. MISENER
Board of Water Commissioners
WILLIAM G. BINDER, Supt.

REPORT of the CIVIL DEFENSE DIRECTOR

There were two emergencies which involved Civil Defense during 1968.

The first was the flood of the 17th though 24th of March where Civil Defense equipment was used for pumping operations. As a result of the costs of this emergency the General Court has enacted a law, Chapt. 684 Acts 1968, to reemburse the cities and towns.

The second emergency involved a lost child. Civil Defense equipment and personnel aided in the search.

Training has continued for the Auxiliary Police. On many nights Auxiliary Officers have been assigned as the second man riding on the Police cruiser as part of their training. A first aid course was conducted and was attended by Regular, Reserve, and Auxiliary Officers.

The Auxiliary Firemen have continued with their training under the supervision of the Fire Department and have performed duties at many fires.

The Rescue Truck has been completed and has been in service by the Fire Department since March. Additional equipment was purchased and placed on the truck.

Civil Defense was fortunate to be able to obtain considerably more usable federal surplus property this year. A number of items have been re-conditioned and are ready for emergency use. In some cases equipment has been loaned to different Town Departments to be used as needed.

I wish to again thank all of those who have participated and co-operated with the Office of Civil Defense and those who have supported us.

Respectfully submitted,

WARREN D. HARDING,
Civil Defense Director

Report of the INDUSTRIAL DEVELOPMENT COMMISSION

The year 1968 has seen the fruition of the goals established in prior years. The development of Route 495, our proximity to the Mass. Pike interchanges, and the rejuvenation of Route 9 traffic have made industry keenly aware of Southborough's geographic advantages.

The Industrial Commission was actively involved in bringing four new industries to the town. All of which are on the 1969 tax rolls. A large Industrial Park in the southwest corner of town on Route 9 is now under construction. The first building, to be completed shortly, will employ close to 100 people. Additional buildings are planned in the near future.

Your board has engaged the services of a consultant to assist us in our future planning. It is our considered opinion that growth of industry within our community should be consistent with our present atmosphere of rural residential life, and our heritage and educational image protected and nurtured.

Towards this end, your board is endeavoring to update the zoning by-laws, make recommendations to the Board of Selectmen and prepare articles for the Town Warrant.

Our objectives for 1969 are:

1. Continue advertising and promotional efforts for Industrial Park expansion
2. Complete our review and up-dating of the zoning by-laws

3. Initiate accurate zoning maps reflecting the changes in our zoning by-laws

4. To promote and attract industrial distributors

We wish to express our appreciation to the Board of Assessors who have been so generous in their time and facilities on our behalf.

Respectfully submitted,

W. KEITH SMITH, Chr.
JOHN L. HOPKINS, Secy.
RICHARD E. BEAUCAR
ROGER W. MACONI
FRANK E. RAMELLI
Industrial Development Comm.

REPORT of the TREE WARDEN

Many of the trees in Town have died during the past year, these trees have been cut down and removed.

Bad limbs have been trimmed wherever they were dangerous to public safety.

I have requested that the Town appropriate a sum of money to replace some of the trees that have been removed.

The Tree Warden's salary is still Twenty-five ($25.00) Dollars a year. It is far too small for the amount of work involved.

Every other department had their salaries raised many times during the years.

The Tree Warden's is a full time job.

Respectfully submitted,

WILLIAM H. ONTHANK
Tree Warden

REPORT of the FIRE DEPARTMENT

During the year the department answered 216 calls as follows:

Buildings		
Structural	4	
Structural	18	
Chimney	2	
Oil Burners	5	
Electrical	8	
Grease	2	
Trucks and Automobiles		
Fire	22	
Accident	10	
Brush and Grass	95	
False Alarms	12	
Emergency Aid	17	
Rubbish	8	
Needless	8	
Miscellaneous	9	
Total		216
Mutual Aid—Rendered		
Framingham	1	
Hopkinton	1	
Marlboro	5	
Westboro	2	
Total		9

Mutual Aid—Received

Hopkinton	2	
Marlboro	1	
Westboro	1	
Total		4

Changes in department personnel were:

Substitutes appointed:

Michael J. Brock

Fire Fighters Appointed:

John W. Boland, Jr.
Thomas J. Greenwood
Lewis R. Patrick

Promotions:

Fire Fighter Edward D. Priest to Lieutenant
Fire Fighter Thomas E. Young to Lieutenant

Resignations and Retirements:

Lt. William J. Colleary
FF Clyde A. Baker
FF David B. Groves
FF Hobart R. Johnson
FF Elmer Phillipo
Sub. Stuart R. Readio
Sub. William H. Thorpe
Sub. Daniel Young

In 1968, three more home receivers were purchased and placed in the homes of fire fighters who had telephones on the red network. We now have twenty home receivers in use which have proven invaluable in reducing the department's response time.

The apparatus room in station No. 2 was painted durthe year and six panes of glass were replaced.

After more than two years and many hours of work, Rescue 21 was completed and put in service in the month of May. Members of the department who put many hours of work into this piece are very proud of their finished product. This piece of equipment will respond to all structural fires and accidents when requested by the Police Department.

Through the generosity of the Teen Canteen and the Southboro Rotary Club a rescue saw worth $435.00 was purchased and put in service. This saw will be carried on Rescue 21.

Effective June first as a result of the vote at the annual town meeting which provided funds for two additional firemen. A man is on duty at fire headquarters twenty four hours a day, seven days a week.

Through the cooperation of the Department of Natural Resources the fire department carried "Smokey the Bear on one of its engines and visited all the playgrounds during the summer."

On October 5th members of the Southboro Fire Department kicked off Fire Prevention week by appearing on the Rex Trailer Show which is viewed on WBZ, Channel 4. They put on their famous "Out House Skit" which was warmly received.

On October 6th they participated in the Boston Fire Department Fire Prevention parade and repeated their skit on the Prudential Plaza. For their efforts in Boston they were awarded a trophy for the second consecutive year.

On August 16th a new Maxim pumper was accepted by the Town and put in service. This was the first new piece of apparatus purchased by the Town in eleven years and the first step in the twenty year plan of equipment replacement.

This new engine replaces a 1931 Model A. Ford and a 1932 Model B Ford. The 1932 Model B Ford was sold to the highest bidder for $104.00 and the Model A will be maintained to provide rides at the Children's Field Day and for parade purposes.

During the year eleven drills were held, ten of which were conducted by Lt. John Carlson, drill instructor of the Worcester Fire Department.

There were ten drills conducted by the Civil Defense Auxiliary Fire Fighters under the direction of Capt. Frank R. Aspinwall and Lt. George R. Boothby. The assistance rendered by this group at fires is immeasurable.

A Forest Fire Danger sign received from the Department of Natural Resources was installed atop the front of the Headquarters Station.

During the flooding emergency that occurred March 17th, 18th, 19th and 20th, members of the Fire Department pumped out 253 cellars for residents of the town.

Department members who completed the Basic and Light Duty Rescue courses conducted by the Civil Defense Department at their training grounds in Topsfield, Mass. were: Chief E. F. Brock, Deputy Chief F. E. Ramelli, Lt. E. D. Priest and Fire Fighters A. L. Cannon, D. B. Groves, J. Morin and L. R. Patrick.

On October 17th five year old John Rotondi of 4 Summit Drive wandered away from his home and became lost. Members of the Fire Department and its auxiliary contributed 559 man hours in searching for him. John was found safe and sound at 1:08 P.M. on October 18th.

The Southborough Fire Fighters Association again this year held their Annual Children's Field Day in September and the Children's Halloween Party in October. They also

participated in the Heritage day program by sponsoring two booths in connection with Fire Prevention and by putting on two outdoor demonstrations.

In December, the Association sold Christmas trees at Fire Headquarters and sprayed over 500 trees with a retardent solution.

I wish to take this opportunity to thank all Town Departments for their cooperation throughout the year.

Respectfully submitted,

EDWARD F. BROCK,
Chief of Department

Report of the
INSECT PEST CONTROL DEPARTMENT

There were twenty-six new cases of the Dutch Elm Disease this year, a reduction of five from the previous year, and these have been removed. Several of the main streets in town received complete pruning of dead wood and weakened branches.

Regarding the Sugar Maples, there is still no known cause of their decline and dying-back, although much is suspected, and little can be done at this time except pruning and removing as the situation requires.

Damage to the trees from the Ice Storm of Dec. 28th was slight by comparison and was attended to. Our spraying program again consisted of one summer application to the Elms and roadside control of Poison Ivy in July.

Respectfully submitted,

HOWARD E. TRUESDALE,
Supt.

REPORT of the BOARD of TRUSTEES of the SOUTHBOROUGH LIBRARY

The Board of Trustees of the Southborough Library submits the following report for the year 1968:

Volumes in Main Library		23,199
Volumes in Children's Library		4,313
Volumes added in 1968	Adult	682
	Children	400
Books circulated	Adult	14,523
	Children	16,299
Films circulated		80
Total circulation		30,902

Through Interlibrary Loan 105 books were obtained for Southboro residents from other libraries. The Central Massachusetts Regional Library System loaned 530 books for deposit in our library. Fines collected were $196.45.

Books purchased from various funds:

Buck Fund	22
Mary E. Fay Fund	85

Miss Natalie Fantony was appointed in January by the Board of Selectmen to fill a vacancy on the Board of Trustees. Miss Fantony and Mr. James Higgiston were elected to the Board at the Town election in March. The Board was keenly sorry to have Mr. Lawrence Misener retire in June after forty years of loyal and outstanding service to the Library.

A bequest of $1,000 was received from the will of Margaret C. Leland.

250 books have been loaned to the Mary Finn School and South Union School for borrowing by the children in that area.

Our initial film program was held in April, and the good attendance was gratifying. A children's film program was started in December on a bi-monthly basis.

A collection of framed prints by famous artists was acquired, and is available for loan to townspeople.

A celebration was held March 18th to mark the installation of a new rug in the Childrens Library.

In the purchasing of books, it was noted that their cost has increased 51% since 1959, and we are most appreciative of the discrimination shown by our librarian in adding to our collection.

The Head Librarian, Mrs. Allen E. Cox, was awarded the degree of Master of Science in Library Science from Simmons College in October of this year. Mrs. Cox and the Children's Librarian, Mrs. Walter Curtin, have attended the New England Library Association conference, as well as book review meetings and workshops which have proved most valuable. Mrs. Cox has also served as vice-president of the Executive Board of the Central Massachusetts Regional Library System.

The Trustees wish to express their gratitude for the excellent work done by the entire staff this year. We also thank all those who have been so kind as to donate books to the library during the year.

Respectfully submitted,

HARRISON REINKE, Ch.
ANNE S. BRADLEY
BEULAH T. CALLAGHAN
JAMES HIGGISTON
ELIZABETH WHITE
NATALIE FANTONY

REPORT of the BOARD OF HEALTH

In its, the following, report on its observations and work in 1968 The Board of Health could practically reprint its report of the preceding year. Regular stated meetings have been held on the second Tuesday of each month, with extra meetings on the fourth Tuesday being more the rule than the exception. Consideration of plans for proposed buildings and of their sewage disposal systems constitutes the bulk of our work, and the Town's growth is accelerating.

Sanitary inspections of establishments in Southborough which prepare, serve or sell foods has continued under our direction and by Mr. Robert Rimbach of Middlesex Laboratories. Proprietors of such establishments appreciate the value of authentic inspection and advice and are generally cooperative.

Inasmuch as not all communicable diseases are faithfully reported to us the data here below cannot be considered accurate. Reported were:

Scarlet Fever	2
German Measles	2
Mumps	4
Dog Bites	10
Chicken Pox	38
Streptoccal Pharyngitis	52
Tuberculosis	0

It should be noted that Mumps vaccine, furnished through the State Department of Public Health, was given at the Albert S. Woodward School to children in the 7th and 8th grades.

A Dog Rabies Immunization Clinic was again held through the kind cooperation of Dr. Peter Johnson.

As in past years Diptheria, Pertussis and Tetanus vaccine injections were offered and given to pre-school children. Smallpox vaccinations were given to candidates for the first grade. Diptheria-Tetanus vaccine booster injections were given, as in the past year, to Public School pupils in grades 3 and 6. Tuberculin testing is done in grade 1.

Licenses issued under the authority of the Board of Health in 1968 numbered 36.

Respectfully submitted,

TIMOTHY P. STONE, M.D., Ch.
JOHN A. BARTOLINI
PHILIP G. MAUCH

REPORT of the TOWN COUNSEL

During the year 1968 the office of the Town Counsel represented the Town in litigation involving the Zoning By-Laws, decision of the Board of Appeals, the Alcoholic Beverage Control Commission, and drainage problems which resulted in appearances for Hearing and Trial at the Worcester Superior Court, involving all or part of twenty (20) days. Most of these matters are still pending Final Decision of the Courts or action at the 1969 Town Meeting.

In addition to the increased value of litigation the Town undertook a program of accepting Public Ways which have been constructed in various subdivisions. A uniform procedure was set up to comply with the revised sections of the General Laws and the necessary forms for release of interest in the said streets. During the year Warrant Articles were prepared for two (2) Special Town Meetings in addition to regular Town Meeting of March 1968.

WILLIAM F. BREWIN
Town Counsel

REPORT of the CEMETERY COMMISSIONERS

The work of caring for the cemetery was carried out in a very satisfactory manner. We cannot thank the superintendent and his crew enough for their splendid job.

The lower end, or south end, of the cemetery has been greatly improved and beautified with new walls and steps replacing the dreadful looking, badly scalped mounds. The improvement is one hundred fold and many complimentary letters testify to this. Out of towners who get a chance to compare our cemetery with others, proclaim our cemetery to be one of the most beautiful in the State.

We have purchased a badly needed tractor which will go a long way towards alleviating the heavy work.

Regular meetings have been held and various Trust Funds invested in, as the occasion required.

We wish to thank Mrs. Flora Elton for her donation of the parcel of land north west of, and adjacent to, the cemetery. We believe that the land adjacent to the west end of the cemetery could be acquired with the cooperation from the Metropolitan District Commission. This would go a long way toward solving our critical need for additional land. Meanwhile, our search for more sorely needed land continues.

We would like to thank, at this time, Leo Pessini, of the Highway Dept., and all the Town Departments who cooperated with us in such a splendid manner, and the citizens of the Town of Southborough, who through their many encouraging words give us the added incentive to continue to maintain our cemetery at the highest possible standards.

Respectfully submitted,

GEORGE L. BURWELL,
Chairman & Sec.
HARVEY D. BIGELOW
LAWRENCE R. HAMELIN

REPORT of the TOWN ACCOUNTANT

To the Honorable Board of Selectmen
Southboro, Massachusetts

Gentlemen:

I respectfully submit the annual report of financial operations of the town for the year ending December 31, 1968.

Attached hereto are the following statements and schedules:

Balance Sheet
Debt Statement
Schedule of Receipts
Expenditures and Balances
Salary and Wage Schedule
Schedule of Insurance
Trust Funds

Miscellaneous receipts of cash received during the year 1968 totaled $649,895.97 of which, $561,934.38 was appropriated by the Board of Assessors and credited to the Revenue account to reduce the amount to be raised by taxation. The balance of $87,961.59 together with $58,194.94 representing unexpended balances of 1968 appropriations was transferred to Surplus Revenue on December 31, 1968 which increased the balance of such account to $286,584.94.

After deducting outstanding personal and real estate taxes totaling $55,159.51 which had previously been credited to Surplus Revenue in anticipation of total collection and adjustments totaling $38.43, the amount of free cash as at January 1, 1969 is $231,387.00, which amount has been certified by the Massachusetts Department of Corporations and Taxation, Bureau of Accounts.

The amount of free cash at January 1, 1969, is $7,431.80 more than at the same date a year ago.

Revenue from the sale of water, motor excise taxes, state aid for schools, welfare and veterans services and other miscellaneous revenue totaling $649,895.97, was approximately $10,600. greater than in 1967, though the town's share of the distribution of the state sales tax in the amount of $86,970. was $10,000. less than in 1967. The Assessors in fixing the amount to be raised by taxation, appropriated $64,600. more of the revenue mentioned above in 1968 than in 1967 and therefore was not credited to Surplus Revenue. However, the unexpended balances of the 1968 appropriations which were credited to Surplus Revenue is $40,600 greater than in 1967 because, due to the take-over of the welfare program by the state on July 1, 1968, $40,900. of the $53,625. appropriated for public welfare by the town in March, 1968, was transferred to Surplus Revenue.

I extend to you the Board of Selectmen, town officers and department heads, my sincere appreciation for the cooperation given me during the year.

Respectfully submitted,

FRED L. BAKER
Town Accountant

TOWN OF SOUTHBORO

BALANCE SHEET

December 31, 1968

ASSETS

Cash Balance		$164,335.66
Invested Cash		400,000.00
Accounts Receivable:		
Taxes:		
1963 Real Estate	$22.50	
1965 Real Estate	25.00	
1966 Real Estate	CR. 30.77	
1967 Real Estate	CR. 7.45	
1968 Personal Property	3,212.95	
1968 Real Estate	51,937.28	
		$55,159.51
Motor Vehicle Excise:		
1963	$20.50	
1965	313.31	
1966	347.87	
1967	401.60	
1968	10,730.75	
		$11,814.03
Tax Titles		$8,411.56

LIABILITIES AND RESERVES

Dog Lic. Collections		$3.00
Warrant Article Balances		88,815.90
Cemetery Perp. Care Deposits		145.00
St. Marks School Contribution		4,500.00
Payroll Deductions Payable		7.14
Revolving Fund:		
School Lunch		1,651.03
School Pub. Law No. 874	$5,535.00	
School Pub. Law No. 89-10	1,802.10	
		$7,337.10
Federal Welfare Grants:		
Medical Aid for Aged	$2,192.04	
Medical Aid for Aged Adm.	122.78	
Old Age Assistance	188.73	
Old Age Assistance Adm.	184.75	
Aid, Fam. Dep. Children	277.98	
Aid, Fam. Dep. Children Adm.	221.03	
Disability Assistance	44.14	
Disability Assistance Adm.	13.55	
		$3,245.00

Departmental:		
Cemetery	$727.50	
Due from State		
Medical Aid for Aged	774.16	
Disability Assist.	2.83	
		$1,504.49
Aid for Highways:		
State Contracts:		
1968 Chap. 81	$7,091.00	
1968 Chap. 90 Constr.	8,000.00	
1968 Chap. 90 Maint.	2,300.00	
County Contracts:		
1968 Chap. 90 Constr.	4,000.00	
1968 Chap. 90 Maint.	2,300.00	
		$23,691.00
Water Rates & Services	$8,837.00	
Water Liens	83.52	
		$8,920.52
Special Tax:		
N.Y.N.H. & H. R.R. Pending Bankruptcy Proceedings		$988.56

State Grant:		
Public Library		$862.65
Trust Fund Income Balances:		
Wilson Fund	$426.50	
Bacon Fund	1,748.60	
Winchester Fund	2,128.07	
Clapp Fund	139.64	
Harrington Fund	792.09	
Waldo B. Fay Fund	5,871.66	
Buck Charity Fund	1,858.15	
Fay Library Fund	229.13	
Buck Library Fund	306.26	
Mary Fay Library Fund	205.51	
Buck General Fund	1,061.83	
Fay Library-Leland Fund	22.50	
Newell Fund	7,135.65	
Newell Fund Cash	40.17	
Cemetery Fund	2,639.07	
Eames Fund	73.77	
Eames Fund Cash	47.06	
Brigham Fund	834.01	
Billings Glidden Fund	147.47	
		$25,707.14
Revenue Due, Reserved Until Collected:		
Motor Excise	$11,814.03	
Tax Titles	8,411.56	

Underestimated Approp.:		
State Parks Assess.	$507.23	
County Tax	3,315.70	
		$3,822.93
Net Bonded Debt		$1,018,000.00
		$1,696,648.26

Departmental	1,504.49	
State & Cty. Aid Highways	23,691.00	
Water	8,920.52	
Special Tax	988.56	
		$55,330.16
Outstanding Debt:		
Woodward School Proj. Loan	$144,000.00	
Woodward School Loan	36,000.00	
Woodward School Addition	105,000.00	
Mary E. Finn School	480,000.00	
School Land	44,000.00	
Water System Improvement	140,000.00	
Add. Water System Impmt.	19,000.00	
Highway Building	50,000.00	
		$1,018,000.00
Reserves and Surplus:		
Overlay Reserves for Abatements	$96,807.27	
Overlay Surplus	98,234.54	
Road Machinery Fund	1,912.37	
Cemetery Reserve	7,505.02	$204,459.20
Surplus Revenue		$286,584.94
		$1,696,648.26

DEBT STATEMENT

	Outstanding 1-1-68	Paid 1968	Outstanding 1-1-69	Due In 1969	Rate	Interest Due 1969	Interest Payable	Princ. Payable
Woodward School Loan (1954)	$210,000.00	$30,000.00	$180,000.00	$30,000.00	2.10%	$1,890.00	4-1-69	4-1-69
						1,575.00	10-1-69	
Woodward School Addition (1960)	115,000.00	10,000.00	105,000.00	10,000.00	3.40%	1,785.00	6-1-69	
						1,785.00	12-1-69	12-1-69
Finn School Loan (1964)	515,000.00	35,000.00	480,000.00	30,000.00	3.20%	7,680.00	1-15-69	
						7,680.00	7-15-69	7-15-69
School Land Acquisition Loan (1963)	2,000.00	2,000.00						
School Land Acquisition Loan (1967)	55,000.00	11,000.00	44,000.00	11,000.00	3.10%	682.00	5-1-69	5-1-69
						511.50	11-1-69	
Water System Improvement Loan (1960)	160,000.00	20,000.00	140,000.00	20,000.00	3.20%	2,240.00	3-1-69	
						2,240.00	9-1-69	9-1-69
Additional Water System Improvement Loan (1962)	22,000.00	3,000.00	19,000.00	3,000.00	3.20%	294.50	5-1-69	5-1-69
						248.00	11-1-69	
Highway Building Loan (1968)	50,000.00		50,000.00	10,000.00	4.10%	2,021.50	6-1-69	6-1-69
	$1,129,000.00	$111,000.00	$1,018,000.00	$114,000.00		$30,632.50		

SCHEDULE OF RECEIPTS

1968

GENERAL REVENUE

Taxes:		
Levy of 1963		
Motor Excise	$19.80	
Charges	6.00	
		$25.80
Levy of 1966:		
Real Estate	$130.90	
Motor Excise	106.43	
Lien Ctfs.	39.00	
Charges	30.91	
		$307.24
Levy of 1967		
Personal	$265.64	
Real Estate	60,248.84	
Motor Excise	11,139.37	
Lien Ctfs.	48.00	
Charges	1,897.97	
		$73,598.82
Levy of 1968:		
Personal	$49,630.40	
Real Estate	998,711.57	
Motor Excise	162,277.58	
Farm Animal	608.40	
Lien Ctfs.	309.00	
Charges	842.80	
		$1,212,379.75

From State:		
Library Aid	$999.00	
Meal Tax	822.96	
MDC in Lieu of Taxes	6,569.00	
Sales Tax	86,970.41	
		$95,361.37
Tax Title Redemptions		$6,102.34
Licenses and Permits:		
Liquor	$7,357.00	
Entertainment	100.00	
Gas	803.00	
Fire Arms	351.00	
Sewage Inspections	2,075.86	
Building Inspections	3,671.50	
Plumbing Inspections	1,652.50	
Wiring Inspections	1,901.23	
Misc.	42.00	
		$17,954.09
Court Fines	$1,559.30	
Fire Fines	100.00	
		$1,659.30
Federal Grants:		
Old Age Assistance	$1,174.05	
Aid to Fam. of Dep. Children	5,061.71	
Medical Aid for Aged	23,657.35	
		$29,893.11
State Aid:		
Vocational Education	$594.58	
School Tuition & Transportation	14,397.36	
National Defense & Education	753.54	

School Aid Chap. 70	158,108.78	
New School Reimbursement	11,492.41	
School Aid Chap. 645	15,583.91	
		$299,930.58
From County:		
Dog License Collections		$659.50
Gifts:		
St. Marks School	$4,500.00	
Fay School	3,000.00	
		$7,500.00
Insurance, Acct. Town Property Damage		$1,619.56
Board of Appeals Hearings Fees	$500.00	
Misc.	152.65	
		$652.65
Total General Revenue		$1,648,644.11

COMMERCIAL REVENUE

Hall Rentals		$1,067.30
Public Safety:		
Care of Dogs	$597.00	
Sale of Reports	521.00	
Fire Truck Donations	181.00	
		$1,299.00
Forestry:		
Inspections	$1,992.32	
County Aid for Insect Control	224.35	
		$2,216.67
Highways, State & County:		
Chap. No. 90 Constr. 1966	$11,999.13	

Chap. No. 81 1967	217.60	
Chap. No. 90 Constr. 1967	11,998.74	
Chap. No. 81 1968	6,384.00	
		$30,599.47
From State:		
Equipment Rentals	$1,011.98	
Machinery Basis	1,639.43	
		$2,651.41
Welfare, From State		
Medical Aid for Aged	$18,449.46	
Disability Assistance	492.82	
Aid to Fam. of Dep. Children	4,928.67	
Old Age Assistance	3,104.11	
General Relief	147.54	
		$27,122.60
From State:		
Veterans Services		$9,137.20
Schools:		
Public Law No. 874-864	$11,373.40	
Public Law No. 89-10	5,911.38	
		$17,284.78
Library Fines		$300.41
Water:		
Rates & Services	$85,152.97	
Liens	839.40	
Charges	208.70	
		$86,201.07
Cemeteries:		
Sale of Lots	$667.50	
Care of Lots	239.00	

Burials	2,112.00	
Perpetual Care Deposits	3,395.00	
		$6,413.50
Miscellaneous:		
Fees for State Tax Collections	$106.88	
Other	207.76	
		$314.64
Total Commercial Revenue		$184,608.05

Other Revenue

Interest from Trust Fund Investments:		
Newell Fund	$5,423.77	
Wilson Fund	60.00	
Winchester Fund	257.24	
Brigham Fund	66.46	
Bacon Fund	250.00	
Fay Library Fund	94.24	
Cemetery Trust Fund	2,089.90	
Clapp Fund	45.00	
Eames Fund	81.90	
Harrington Fund	225.00	
Buck General Fund	190.00	
Buck Library Fund	376.12	
Buck Welfare Fund	504.72	
Waldo B. Fay Fund	2,948.44	
Billings Glidden Fund	48.11	
Mary E. Fay Fund	423.75	
Margaret Leland Fund	22.50	
		$13,107.15
Interest on Short Term Investments		9,929.16
Dog License Collections for County		1,574.75
Total General, Commercial and Other Revenue Receipts		$1,857,863.22

DEPARTMENTAL ACCOUNTS, 1968
EXPENDITURES AND BALANCES

	Total Available	Total Expenditure	Balance Held to Complete Projects	Unexpended Balance to Surplus	Avail. for Transfer to Surplus
Elected Officers Salaries	$11,775.00	$11,700.00		$75.00	
Moderators Expense Account	25.00			25.00	
Advisory Committee	410.00	398.55		11.45	
Selectmen	14,029.48	14,018.18		11.30	
Accounting	4,554.59	4,550.52		4.07	
Treasurer	3,326.20	3,326.15		.05	
Collector	7,843.75	7,843.67		.08	
Assessors	7,239.57	7,045.86		193.71	
Legal	5,450.00	5,449.60		.40	
Town Clerk	1,931.10	1,808.72		122.38	
Election & Registration	6,650.72	6,182.99		467.73	
Board of Appeals	975.00	969.15		5.85	
Personnel Board	1,337.35	718.26		619.09	
Conservation Committee	412.00	201.05		210.95	
Planning Board	408.60	254.65		153.95	
Industrial Development Comm.	1,800.00	902.71		897.29	
Building	8,280.00	8,112.11		167.89	
Town Hall Maintenance	4,459.57	4,463.42		86.15	
Police	54,624.65	53,928.91		639.74	
Police Cruiser 1968	56.00				$56.00
Fire Dept. Maintenance	53,656.86	53,654.68		2.18	

	Total Available	Total Expenditure	Balance Held to Complete Projects	Unexpended Balance to Surplus	Avail. for Transfer to Surplus
Fire Ladder Truck	26,000.00	26,000.00			
Insect & Pest Control	6,708.76	6,114.29		594.47	
Tree Warden	8,189.28	8,170.60		18.68	
Civil Defense	3,350.00	3,331.22		18.78	
Health	16,005.00	15,470.74		534.26	
Inspection of Animals	181.00	168.00		13.00	
Street Lights	14,842.00	14,775.25		66.75	
Highway, Equip. Maint.	5,680.00	5,645.28		34.72	
Special Maint.	32,256.70	32,200.09		56.61	
Snow Removal	20,334.54	20,304.30		30.24	
Chapter 81	22,975.00	22,967.94		7.06	
Chapter 90 Constr. 1967 Balance	13,527.49	13,525.81		1.68	
Chapter 90 Constr. 1968 Contract	16,000.00	15,999.12		.88	
Chapter 90 Maint.	6,900.00	6,892.39		7.61	
Richards Rd. Construction	44,000.00	18,864.19	$25,135.81		
Highway Building Land	9,800.00	9,792.58		7.42	
New Highway Building	73,500.00	34,554.74	38,945.26		
Richards Rd. Land	3,500.00	3,500.00			
Welfare	53,625.00	12,698.48		40,926.52	
U.S. Grants:					
Medical Aid for Aged	32,018.61	29,826.57	2,192.04		
Medical Aid for Aged Adm.	2,892.10	2,769.32	122.78		
Old Age Assist.	5,735.88	5,503.10	188.73		
Old Age Assist. Adm.	229.75	45.00	184.75		

Aid to Dep. Children	7,747.18	7,469.20	277.98		
Aid to Dep. Children Adm.	4,978.07	4,757.04	221.03		
Disability Assist.	890.34	846.20	44.14		
Disability Assist. Adm.	1,718.75	1,705.23	13.55		
Veterans Services	21,318.50	20,840.09		478.41	
School	534,389.82	534,333.83		55.99	
Vocational Education	11,550.00	6,933.63		4,616.37	
School Public Law No. 874	9,883.00	4,348.00	5,535.00		
School Public Law No. 864	745.20	745.20			
School Public Law No. 89-10	6,130.21	4,328.11	1,802.10		
Regional School Assessment	278,124.48	278,124.48			
School Study Comm.	3,121.26	516.45	2,604.81		
Professional Services for School Site	4,500.00	2,866.00	1,634.00		
Assabet Valley Reg. Voc. High School Assessment	1,000.00	1,000.00			
Regional Vocational School Planning Comm.	500.00	155.00			345.00
New School (Deerfoot Site)	80,000.00	70,059.10	9,940.90		
Library	20,942.94	20,308.70		634.24	
Public Library Grant	1,810.20	947.55	862.65		
Water Dept.	70,519.57	68,433.91		2,085.66	
Water Ext. Turnpike Rd.	30,000.00	28,995.64	1,004.36		
Water Dept. Truck	69.23	20.00			49.23
Reserve Fund	20,000.00	19,930.00		70.00	
Fayville Hall Maint.	3,375.60	2,995.47		380.13	
Recreation	7,284.85	6,929.09		355.76	
Dump Maintenance	6,308.38	5,837.61		470.77	

	Total Available	Total Expenditure	Balance Held to Complete Projects	Unexpended Balance to Surplus	Avail. for Transfer to Surplus
Gasoline	6,958.00	6,950.90		7.10	
Insurance	26,275.00	24,128.18		2,146.82	
Town Reports	2,350.00	2,343.15		6.85	
Engineering	5,500.00	1,569.36	$3,930.64		
Repair, Replace Town Property or Equipment	2,000.00	1,234.26			$765.74
Memorial Day Exercises	700.00	543.00			157.00
Publishing Taxable Properties	2,000.00	24.28	1,975.72		
Cemeteries	18,525.65	18,516.64		9.01	
State Audit	178.46	178.46			
State Parks Assessment	4,182.02	*4,689.25			
Worcester Cty. Retirement Assessment	16,282.10	16,282.10			
County Tax Assessment	37,543.92	*40,859.62			
County T.B. Hospital Assess.	1,715.05	1,715.05			
Trust Fund Income:					
Wilson Fund	426.50		426.50		
Bacon Fund Income	1,748.60		1,748.60		
Winchester Fund Income	2,138.07	10.00	2,128.07		
Clapp Fund	139.64		139.64		
Harrington Fund	792.09		792.09		
Waldo Fay Fund	6,270.41	398.75	5,871.66		
Buck Charity Fund	1,858.15		1,858.15		
Library Fund	402.31	173.18	229.13		

Library-Leland Fund	22.50		22.50
Buck Library Fund	804.10	497.84	306.26
Mary Fay Library Fund	701.55	496.04	205.51
Buck General Fund	1,061.83		1,061.83
Newell Fund	13,883.49	6,747.84	7,135.65
Cemetery Fund	6,731.95	4,092.88	2,639.07
Eames Fund	101.95	28.18	73.77
Brigham Fund	834.01		834.01
Billings Glidden Fund	147.47		147.47

*Underestimated appropriations to cover State Assessments.

Note: Total Available column includes the following transfers:

To:	From Reserve Fund	From Overlay Surplus
Repair, Replace Town Property	$1,000.00	
Veterans Services	8,500.00	
New Highway Building	5,000.00	$3,500.00
Highway Equipment Maintenance	750.00	430.00
School	2,000.00	
Police		1,000.00
Gasoline	700.00	500.00
Fire		8,759.86
Building Inspection		2,000.00
Election & Registration	750.00	
Water	1,000.00	
Treasurer	80.00	
Board of Appeals	150.00	
	$19,930.00	$16,189.86

SALARY AND WAGE SCHEDULE—1968

Elected Officers salaries:	
Moderator	$25.00
Town Clerk	1,800.00
Town Collector	1,750.00
Treasurer	1,750.00
Selectmen (3)	2,100.00
Assessors (3) 1 @ $1500. 2 @ $750.	3,000.00
Welfare Board (3) (6 mos.)	75.00
School Committee (5)	500.00
Cemetery Commissioners (3)	75.00
Water Commissioners (3)	300.00
Board of Health (3)	300.00
Tree Warden	25.00
Police:	
Chief per wk.	188.76
Sergeants (2) per wk.	140.79-156.00
Patrolmen (4)	
(2 @ $127.97) per wk.	115.49-121.57-127.97
Reserves per hr.	2.51-2.64-2.93
Fire:	
Full time	
Chief per wk.	179.32
Capt. per wk.	156.00
Privates (3) (2 @ $127.97) per wk.	115.49-127.97
Call men	
Deputy Chief per yr.	500.00
Captain per yr.	300.00
Lieutenants (5) per yr.	250.00
Privates (30) per yr.	200.00
Clerk per yr.	50.00
Water:	
Supt. per wk.	188.76
Labor per hr.	2.27-2.66-2.93-3.12

Library:	
Librarian per wk.	127.97
Asst. Librarian per wk.	105.20
Library Assts. per hr.	1.90-2.00
Highway:	
Supt. per wk.	188.76
Heavy Equip. Operators per hr.	3.12-3.45
Drivers per hr.	2.50
Cemetery:	
Supt. per wk.	141.81
Labor per hr.	1.83-1.95-2.00-2.57
Veterans Agent per yr.	1,200.00
Dog Officer per yr.	300.00
Inspector of Animals per yr.	150.00
Insect & Pest Control Supt. pr. hr.	2.82
Town Accountant per wk.	81.51
Tree Warden	
Labor per hr.	1.83-2.08-2.22
Dump Custodian per hr.	2.00
Custodians per yr.	
Town Hall	1,000.00
Library	1,000.00
Fayville Hall	700.00
Clerical per hr.	
Selectmen	2.42-2.67
Assessors	2.42
Planning	1.94
Personnel	2.30
Town Clerk	2.06
Board of Appeals	2.18
Civil Defense	1.94
Water	2.42
Collector	2.10-2.18-2.42
Veterans Agent	1.90
Accounting	2.06

SCHEDULE OF INSURANCE

POLICY	COVERAGE	PREMIUM
Automobile (Comprehensive, Fire Theft & Collision)	$25,000.00 Bodily Injury Ea. Person 100,000.00 Bodily Injury Ea. Accident 5,000.00 Property Damage Ea. Accident Actual Cash Value Collision ($50. Ded.) Actual Cash Value Fire ($50. Ded.) 5,000.00 Bodily Injury Uninsured Motorist Ea. Person 10,000.00 Bodily Injury Uninsured Motorist Ea. Accident	$5,310.34
Workmens Compensation	Various Town Employees. According to Occupation	3,722.00
Public Liability, Town Buildings	25,000.00 Ea. Person 50,000.00 Ea. Accident 50,000.00 Aggregate	757.00
Fire (Town Buildings & Contents)	1,892,500.00 Fire, Extended Coverage & Vandalism ($100. Ded.)	3,441.00
Steam Boilers (3 years)	50,000.00 Ea. Accident	727.00
Police (3 years)	1,000.00 Medical Exp. up to $1,000.00 5,000.00 Death Benefit 50.00 Weekly Indemnity	388.75
Firemen	Same coverage as Police	355.20
Money & Securities loss	10,000.00 Loss 5M Inside. 5M Outside	70.00

TRUST FUNDS

December 31, 1968

Cash and Securities	$300,366.58	Francena E. Buck Charity Fund	$11,216.87
		John L. Bacon Fund	10,000.00
		Henry K. Winchester Fund	6,947,21
		Ruth Harrington Welfare Fund	5,000.00
		Clarissa Clapp Charity Fund	1,000.00
		Francena E. Buck Library Fund	8,156.44
		Fay Library Fund	1,660.68
		Mary E. Fay Library Fund	6,000.00
		Cemetery Trust Fund	69,806.61
		Frank G. Newell Cemetery Fund	36,322.30
		Lucretia Brigham Fund	1,000.00
		Jonathan G. Eames Fund	479.06
		Billings Glidden Fund	1,000.00
		Wilson Fund	1,000.00
		Francena E. Buck General Fund	4,222.87
		Margaret C. Leland Library Fund	1,000.00
		Post War Rehabilitation Fund	534.91
		Emmey Lou Priest Library Fund	1,075.68
		Stabilization Fund	133,943.95
	$300,366.58		$300,366.58

REPORT of the BOARD of SELECTMEN

Your Selectmen could use this opportunity to point to the accomplishments of 1968. These are, however, a matter of record, and it seems far more appropriate to share with all of the citizens our recognition of the very real problems which must be solved in the days to come.

One has only to look around at the home building boom, which has come to Southborough, to realize that there are things which can no longer be allowed to wait. Among the items which must be given priority are, highway maintenance and construction, fire and police facilities, drainage, and refuse disposal.

The Board of Selectmen has taken positive action aimed toward solving the refuse disposal problem before it reaches the crisis level. We have joined with several neighboring communities in filing a bill in the General Court which would create the Upper Assabet River Valley Regional Refuse Disposal District. It is expected that the General Court will act favorably upon this bill.

This legislation will be in the form of an enabling act which must then be accepted by the voters of the participating towns. Once the district comes into being, a regional incineration and disposal area will be established, and our long standing dump problem will, at last, be solved.

The need for adequate facilities for our Police and Fire Departments is still high on the list of necessities. The need for adequate Police Department facilities is especially acute. It should be obvious to all that the present police facility is totally inadequate. We have not provided the Police Department with anything approaching the bare minimum station facilities. It is our hope that the Building Committee

will present a proposal for the solution of this problem in the very near future.

Our new Highway Department headquarters should be completed in use by the time this report is published. We want to recognize the good work of the Building Committee and extend our thanks to them for a job well done.

Southborough is faced with a two-fold drainage problem. One phase of this problem involves the many brooks throughout the Town which have been disrupted through the subdivision of land tracts. It is necessary that the Town take easement rights so that these brooks and streams can be properly cleaned and maintained. These waterways are vital to the overall surface drainage structure of the Town, and it is imperative that they be brought under municipal control.

The second phase of the drainage problem involves our street drains. We have pursued a course of piecemeal, stopgap, storm drain construction and maintenance. This approach has not solved the problem. We intend to survey the needs in this area and will then recommend a properly funded project to extend over a period of several years. This is the only way we can ever hope to properly dispose of this long-standing problem.

We plan to implement a Sewer Feasibility Survey during the coming year. This will provide us with information that will be invaluable to the Town when the time comes to provide municipal sewer facilities. The primary purpose of the survey will be to indicate whether we should aim toward a self-contained municipal system, or toward a tie with the Metropolitan District Commission's system, or toward a regional sewer system or exploring the possibility of tieing in with systems being planned in adjacent municipalities.

Two highway rebuilding projects remain unfinished at this time. The Fisher Road project was suspended when

The Chapter 90 Highway funds were exhausted. The Richards Road project was not completed due to the advent of inclement weather and because some utility poles have not yet been moved. The completion of both of these projects will receive top priority when warm weather arrives.

Two important road projects are now in the planning stage. These are the reconstruction of Route 85 from Route 9 to Main Street and the reconstruction of Main Street itself. We intend to institute the necessary engineering survey and have cost estimates prepared. It is our present feeling that it would be best to finance this project by means of a bond issue so as to assure adequate funding for early completion of the project.

In September 1968, through the good offices of Professor Stanley Jacks of the Massachusetts Institute of Technology, an M.I.T. student project was instituted here in Southborough. Five students conducted an in-depth study of our town government. They have produced an excellent report in which they offer a new concept of government for Southborough. We intend to make this report available to all of the townspeople, and hope that it will stimulate much thought, and hopefully, some action toward improvement of the administration of our municipal system and operations.

We want to express our thanks to Professor Jacks, Professor Pierce, and especially to the student team for an excellent job and a provocative report. We are also grateful to the many town departments and officials who participated in this M.I.T. project.

There are two other areas which should be noted at this time. One of these is zoning. It is necessary that the need for constant review, revision and updating of our zoning ordinances be recognized. The needs of the town change with the passage of time and our zoning laws should be constantly reviewed to assure that they continue to serve our needs. A new look at, and some redefining of, our present business and industrial zones should be undertaken.

The need for adequate town office space is rapidly approaching the critical stage. Some action must be taken very soon. One possibility might be the renovation of the present town hall. There may be other equally good solutions to the problem. These will be looked into, and recommendations will soon be presented.

Southboro has come this far in good order. If all of our citizens will continue to be concerned, and to offer the cooperation that has been evident in the past, we shall certainly solve our problems. We offer our thanks to all who did their part in 1968 and look forward to a good future for Southborough.

Respectfully submitted,

LOUIS J. BARTOLINI, Ch.
CHARLES B. SWARTWOOD III
ROBERT C. DUMONT
Board of Selectmen

REPORT of the PLANNING BOARD

To the Honorable Board of Selectmen
Town of Southborough
Southborough, Massachusetts

Gentlemen:

During the year 1968, the Southborough Planning Board held twenty-one regular meetings. Thirty-nine plans not requiring approval under the Subdivision Control Law were signed by the Board.

One subdivision plan was signed during the year 1968 entitled "Runaway Hills," owned by Casey Collins Realty Trust.

At the present time there are three Subdivision plans pending before the Board.

Respectfully submitted,

NAPOLEON B. BARBER,
Chairman

REPORT of the BOARD of APPEALS

During the year 1968, 26 hearings were held and decisions have been made in all cases.

Three suits against the Board are pending currently in Worcester Superior Court in an attempt to overturn the Board's decisions.

A large increase in appeals to this Board is expected in the year 1969. This is due in part to increased construction and lesser amounts of land available. Also, the Selectmen

and Building Inspector have been notifying persons who they believe to be in violation of the zoning laws because of oversized signs or who are renting apartments in single family areas, to cease such violations or obtain permits or variances from the Board of Appeals.

Along with an increase in cases has come an increase in clerical expenses, due not only to such increase in cases, but due also to litigation.

Respectfully submitted,

FRANCIS J. BOUSQUET, Chr.

REPORT of the BUILDING DEPARTMENT

To the Honorable Board of Selectmen

Gentlemen:

The Building Department submits herewith its annual report for the year ending Lecember 31, 1968.

		Fee
Building Permits issued	184	$3,817.00
Wiring Permits issued	191	2,030.73
Gas perimts issued	115	1,037.00
Plumbing Permits issued	136	1,116.00
Fees paid Town of Southborough		$8,000.73
Est. value of new const. (residential)		$2,375,000.00
Est. value of alterations (residential)		32,000.00
Est. value accessory buildings (residential)		1,500.00
Est. value of pools and tennis courts		56,000.00
Est. value of new const. (commercial)		1,390,000.00
Est. value of atlerations (commercial)		13,000.00
Est. value of signs		3,500.00
Total		$3,871,000.00

Breakdown of permits issued:	
New dwelling units	95
Additions and alterations to dwellings	24
Accessory buildings	2
Private swimming pools and tennis courts	16
New commercial buildings	9
Additions and alterations to commercial buildings	4
Signs	31
Wrecking (dwelling)	2
Municipal buildings	1
Total	184

Respectfully submitted,

HAROLD W. WALCOTT
Building Inspector

REPORT of the TREASURER

To the Board of Selectmen

Gentlemen:

Herewith is submitted the annual report of the Town Treasurer for the year ending December 31, 1968.

Cash balance January 1, 1968	$509,485.78
Receipts from all Sources	2,815,759.02
Total available funds	$3,325,244.80
Payments	2,760,908.88
Cash balance December 31, 1968	$564,335.92

The funds are accounted for as follows:

Marlboro Savings Bank	3,800.33
N. E. Merchants National Bank	235,000.00

First National Bank, Marlboro	324,628.11
Peoples National Bank	907.48
	$564,335.92

It was not necessary to borrow against tax anticipation notes in 1968, and funds above immediate requirements were invested in short term Certificates of Deposit, and earned the amount of $11,527.17.

I extend to the Board of Selectmen, Town Officers, Department Heads, various boards, and personnel, my appreciation for their co-operation during the year.

Respectfully submitted,

WALTER F. WHITE

Treasurer

Report of the South Middlesex Opportunity Council

The South Middlesex Opportunity Council, Incorporated, under the direction of Robert J. McDonough, is a private, non-profit, federally funded Community Action Agency. It's primary purpose is to mobilize and utilize public and private resources in order to provide surveys, studies and pilot plans for effective programs on poverty, education, health, community development, job opportunities and other necessary projects.

In order to maintain its objectives, SMOC's Board of Directors is equally divided among representatives from low-income families, as well as public and private agencies.

Many goals have been reached and others are soon to be attained. Among these are Head Start, Upward Bound, Com-

munity Development, Manpower Assistance, Family Clinics and Business Counseling.

The Community Centers program, established in December 1967 has two centers, one in Hopkinton and a center located in Marlboro which services the town of Southboro.

The purpose of the Centers is to service all low-income residents in the Council on an individual basis. The Centers have organized all residents of the twelve communities and much time has been spent in making the community aware of the problems of the low-income and to help them unite in combatting these problems.

Southboro has received services ranging from small business advice, tutoring, clothes and furniture for low-income, legal assistance and transportation.

Through the Information and Referral Service, residents of Southboro were referred to Agencies best suited to arrive at a solution to the problems.

Respectully submitted,

MARK E. McCORMACK
Town Representative

REPORT of the TOWN COLLECTOR

To the Honorable Board of Selectmen
Southborough, Massachusetts

Gentlemen:

I respectfully submit the annual report of the Town Collector, for the year ending December 31, 1968.

WATER RATES

Balance 12-31-67	$5,148.49	
Committed 1968	79,084.10	
Advance payments	149.54	
	$84,382.13	
Paid to Treasurer		$77,784.50
Committed to Water Lien 4-1-68		182.11
Abated		302.78
Balance due 12-31-68		6,112.74
		$84,382.13

WATER MISCELLANEOUS

Balance 12-31-67	163.79	
Committed 1968	2,459.30	
	$2,659.09	
Paid to Treasurer		1,741.08
Abated		41.86
Balance due 12-31-68		876.15
		$2,659.09

WATER SERVICES

Committed 1968	$7,296.75	
Paid to Treasurer		$5,590.59
Balance 12-31-1968		1,706.16
		$7,296.75

TREE WARDEN

Balance due 12-31-67	$72.32	
Committed 1968	$1,920.00	
	$1,992.32	
Paid to Treasurer		$1,992.32

SELECTMEN

Committed 1968	$555.25	
Paid to Treasurer		$555.25

1965 TAXES

Balance 12-31-67	$99.00	
Paid to Treasurer		$99.00

1966 TAXES

Balance 12-31-67	$138.90	
Water Lien	79.26	
Overpayment refunded	43.50	
Interest	30.06	
	$291.72	
Paid to Treasurer		$273.72
Reserve Asset Account		18.00
		$291.72

1967 TAXES

Balance 12-31-67	$61,484.65	
Balance Person Prop.	266.24	
Balance Water Lien	784.34	
Interest	1,835.38	
Overpayments refunded	167.35	
Abatements refunded	132.00	
	$64,669.96	
Paid to Treasurer		$63,188.47
Water Lien abated		245.04
Real Estate abated		198.00
Tax title		926.17
Reserve Asset Account		83.16
Balance 12-31-68		29.12
		$64,669.96

1968 TAXES

Committed	$1,088.835.26	
Over Pay't Water	30.00	
Overpaid Real Estate	1,047.45	
Abatements Refunded	1,468.95	
Refunds due	140.00	
Interest	786.72	
	$1,092,290.38	
Paid to Treasurer		$999,633.88
Committed to Tax Title		3,619.35
Abatements		36,754.85
Reserve Asset Account		88.20
Balance due 12-31-68		52,194.10
		$1,092,290.38
1968 Farm & Animal	$688.90	
Abated		80.50
Paid to Treasurer		608.40
		$688.90
1968 Personal Property		
Committed	$52,859.10	
Abated		15.75
Paid to Treasurer		49,630.40
Balance due 12-31-68		3,212.95
		$52,859.10
Reconciliation:		
Committed		$1,424,670.55
Overpayments & abatements refunded		9,010.90
Interest		1,014.05
		$1,434,695.50
Paid to Treasurer		$1,303,940.13
Tax Title, Reserve Asset & Water Lien		3,950.68

Abatements	51,965.85
Balance due 12-31-68	74,838.84
	$1,434,695.50

**N.Y. N.H. & H. R. R. Co.
Taxes totaling $943.56 to
Reserve Asset Account

1964 MASS. MOTOR VEHICLE EXCISE

Balance 12-31-67	$111.93	
Paid to Treasurer		$108.63
Balance 12-31-68		3.30
		$111.93

1965 MASS. MOTOR VEHICLE EXCISE

Balance 12-31-67	$252.80	
Abated		$10.50
Balance 12-31-68		242.30
		$252.80

1966 MASS. MOTOR VEHICLE EXCISE

Balance due 12-31-67	$406.97	
Interest	.85	
	$407.82	
Abated		$125.13
Paid to Treasurer		107.28
Balance 12-31-68		175.41
		$407.82

1967 MASS. MOTOR VEHICL EEXCISE

Balance 12-31-67	$3,660.28
Committed 1968	10,091.44

Abatements Refunded	1,450.17	
Overpay'ts Refunded	30.10	
Interest	75.59	
	$15,168.98	
Paid to Treasurer		$12,819.89
Abated		2,002.25
Balance 12-31-68		346.84
		$15,168.98

1968 MASS. MOTOR VEHICLE EXCISE

Committed in 1968	$187,949.32	
Interest	245.33	
Refunds Due	14.34	
Overpaid items refunded	107.29	
Abatements refunded	6,202.77	
	$194,519.05	
Paid to Treasurer		$168,951.28
Abatements		14,770.11
Balance due 12-31-68 includes committment dated 12-6-68 $7,271.67		10,797.66
		$194,519.05

I extend to the Board of Selectmen, Town Officers, Dept. Supervisors, the various Boards and committees and personnel, my appreciation for their co-operation during the year.

Respectfully submitted,

WALTER F. WHITE
Town Collector

REPORT of the SOUTHBOROUGH SCHOOL STUDY COMMITTEE

The attention of all tax payers should be directed to the increase in the rate of school population growth which became evident in 1968. On October 1, 1967 the Southborough Schools, grades 1 through 8 enrolled 939 students. This was a gain of only 39 over the enrollment of 900 in 1966 and was quite consistent with the trend apparent since 1960. The figure for 1968 was expected to be approximately 939 plus 50 or 989. Instead, 78 additional students were enrolled to make a total population of 1017. Projections for 1969, based upon the pre-school census and the differential between the size of the existing 8th grade and that of the new 1st grade indicate a probable enrollment of 1090. These two figures, 1017 for 1968 and 1090 for 1969 establish a new growth trend which is of significant importance to those interested in the condition of our school system.

Members of this committee have long been aware of and concerned about the possibility that the increase in school population would exceed the Town's willingness or ability to provide school buildings. The new trend apparent in these population figures for 1968 and 1969 moves us much closer to this condition. Townspeople who have recently voted to construct a new school building are likely to assume that this problem of school housing has, for some time, at least, been solved. This assumption when based upon the growth trend which existed from 1960 to 1967 was accurate. The new Deerfoot School would, under those conditions, supply school housing needs until 1977. When measured against the new growth trend, however, this school will be filled by 1973 and the assumption becomes invalid. The Town should, under these conditions, start to plan a new elemen-

tary school not later than Jan. 1 1970 and the past procedure whereby we build one school at a time with breathing spells between programs will no longer be adequate.

A considerable question exists whether the present system for overseeing the construction of new schools (ie. the 10 member School Study Committee comprised of 5 selected townspeople and the 5 members of the School Committee) would be capable of handling two school projects at one time. Many towns, when faced with multiple school construction projects, appoint a separate building committee for each project. One possible solution might be the formation of separate seven member building committees each comprised of 6 interested townspeople plus one liaison member from the School Committee.

We feel that considerable thought should be given to this problem during the next year. Suggestions from interested parties would be most helpful.

This Committee wishes to express it's appreciation for the almost unanimous support provided by the members of three Town Meeting sessions in 1968. We feel confident that, with this type of support, the numerous school housing problems which seem certain to arise in the next few years can be solved.

Respectfully submitted,

HERBERT L. COBB
Chairman

ANNUAL REPORT

OF THE

SCHOOL COMMITTEE

TOWN of SOUTHBOROUGH, MASS.

FOR THE

Year Ending December 31, 1968

SCHOOL DEPARTMENT PERSONNEL

The School Committee

Mr. Herbert L. Cobb, Chairman	Term expires 1970
Mrs. Janice A. Fletcher, Secretary	Term expires 1971
Mr. George W. Coleman	Term expires 1969
Dr. Richard A. Hallisey	Term expires 1970
Mr. Richard T. Tebbetts	Term expires 1969

Superintendent of Schools

Mr. Roger K. Poole, Ed.M.

Associate Superintendent

Mr. Herbert C. Geele, M.Ed., C.A.G.S.

Secretary to Supt. of Schools	Mrs. Elizabeth J. Dahlin
Financial Secretary	Mrs. Helen P. Kaminski
Payroll Secretary	Mrs. Dorothy M. Donnelly
School Nurse	Mrs. Sophia S. Coleman, R.N.
School Physician	Timothy P. Stone, M.D.

Business Office: Algonquin Regional High School
Bartlett Street
Northborough, Mass. 01532

Office Hours: 8:30 A.M. to 4:30 P.M.
Telephones: Northborough 393-2478
Southborough 485-7949

Report of the
SOUTHBORO SCHOOL COMMITTEE

The most significant factor involving the Southboro Schools on January 1, 1969 is the greatly inflated cost of operation. The school budget for the next year is $645,518 or approximately 21.3% greater than that for 1968. A rough analysis of this increase follows:

Increase in salaries and wages for present personnel	$68,158
75 additional pupils in school Sept. 1969	15,000
Utilities, supplies and new services	29,971
Total Increase	$113,129

The category "Increase in salaries and wages for present personnel" is obviously of major consideration here and will, therefore, be the subjert of this report.

The increase in salaries and wages may be broken down into the following two categories: 1.) professional salaries $63,060 and 2.) non-professional salaries $5,098. The increase in non-professional salaries is consistent with inflationary rates present in the economy and needs little additional explanation. The increase in professional salaries can be understood only after one has digested the complexities of school law, the teacher market, and the activities of the Massachusetts Teachers Assoc.

Your school committee is, of course, bound to observe the laws of the Commonwealth which establish the minimum salary which must be paid to a teacher at $5,750. The amount which we are willing to pay inexperienced teachers,

above this figpure, is determined by the market where, in theory, the most able teachers fill the most highly compensated positions. We have, during the past several years, attempted to structure our salary schedules in such a manner that we would draw from the top 25% of the professional pool, or in other words, in such manner that Southboro would be a place as or more attractive for teachers to work than 75% of the school districts in the Commonwealth. Such a salary schedule is said to be on the 75th percentile.

An analysis of the 1968-69 salary schedules for all school districts showed that this objective had not, in fact, been achieved. The spread, in actual money terms, between the 50th and the 75th percentile is quite small and our salary schedule for this period, (which, by the way, is set long before many other districts make their decisions) placed us near or below the 50th percentile in several categories. The committee had projected present trends to determine that a schedule on the 75th percentile in the 1969-70 school year will pay inexperienced teachers $6600 and, with a full understanding of the costs involved voted to return to this competitive position. The decision was accepted by the teachers through the collective bargaining procedure which, in fact, has little effect on salaries so long as the Town remains committed to quality education.

Such has been our committment for the past several years and here-in lies our concern for the future. It is quite obvious that quality education could be priced above the Town's purchasing ability and it is equally obvious that we are rapidly approaching this situation. The cost of education is determined by the competition between the various school districts for professional services. The inflationary character of this competition is accelerated when teacher's professional associations purposely pit one district against others. This group can not be expected to exercise any degree of moderation where the cost of education is concerned. The trend in education is, therefore, similar to the present trend

in hospitalization where costs make these essential services less available to the less wealthy segments of our society. This Committee feels that Southboro is able to pay $6600 for 185 days of trained but inexperienced professional service. We feel that this figure is, however, very near our limit of ability and, unless steps are taken on a state wide level to control present trends, Southboro will be forced to "drop out" of competition. The extreme results of "dropping out" would be a closing of our schools due to the lack of funds or because professionals strike.

The solution to this problem cannot be found at the local level. We feel that the following action is necessary at the State level in order to avoid this calamity. 1.) Legislation proposed by the Massachusetts Teachers Assoc. for a $7500 minimum teacher's salary must be denied. 2.) All school committees should collaborate in a concerted and well organized plan to control or eliminate competition between school districts and to establish professional salaries at a rate consistent with but not greater than that enjoyed by other professions. Such action might help to stem the present upward spiral in the cost of professional services.

The program suggested above depends upon public support. We urge each and every citizen to actively oppose inflationary factors in the cost of education.

Report of the Superintendent of Schools

It is both a privilege and a responsibility to submit herein my twenty-first and final report as Superintendent of Schools. This report, like its predecessors, will focus essentially on two aspects of our educational program. Special mention will be made of those current activities which are particularly significant and which should be of real interest to the people of the community. It is also in order that major problems of the near future be clearly defined in

order that the public may have an understanding of them as a basis for necessary public support.

Probably the most significant innovation currently under way is the gradual conversion of our organization for instruction in the pre-high school grades from the traditional self-contained classroom to a team teaching basis. The program started several years ago with the first grade. An additional grade has been included each year as the program developed. From the first three years of experience with the program, certain conclusions seem to be justified. The highly sensitive and flexible grouping which is inherent in the approach results in general in each child being grouped with children of the same stage of development, thereby accelerating progress for all children in the group. In a team situation, the critical attention of a whole teaching team is immediately focused on the individual child whenever a learning difficulty arises with the result that remedial assistance is both prompt and sure. One of the obvious advantages of the the team approach lies in the fact that each teacher is assigned those teaching tasks in which she is most proficient. Among the plus values of the team approach is the fact that any instance of teacher inadequacy becomes quickly visible and can be dealt with from a supervisory point of view at a very early stage. It is my considered opinion that in the first three grades which are currently involved, the learning progress of the children has been enhanced. It also appears that there is a considerable lessening in the frequency of uncorrected student learning disabilities in individual cases.

We are all enthusiastic and excited over the challenge presented by the conversion of the Woodward Junior High School to a middle school type of curriculum. This is not to be a change in name only, but will involve a significant redesigning of the basic curriculum including organization for instruction, methods of instruction, and materials of instruction. The Woodward School while traditionally designed as to physical plant, includes most, if not all, of the special-

ized basic facilities which are desirable in a middle school. A policy decision has been made to include all the children in grades six, seven and eight in the new middle school program to be located at the Woodward School. The faculty of this building and the administration of the schools are now, and for the next year or two will be, intensely involved in the planning processes related to the reorganization of this school. It is our hope and belief that a middle school curriculum as we conceive it will be much more relevant to the real needs of just-preadolescent children than the traditional one has been. Our basic concept can be stated as the development of a vertically articulated team teaching program similar to our present approach in the primary grades, applied within each of the major departmental content areas. We hope that a clarification of objectives will be of general public interest.

Foremost among our prime objectives will be an effort to group children with extreme sensitivity and responsiveness to individual differences in capacity and interest and precise stage of development. Entire grades will be regrouped to meet individual needs in each of the major curriculum areas, meanwhile retaining the values of departmental specialization in instruction. The second objective which we hope to achieve is that of prompt identification of individual learning difficulties and their immediate eradication. The third objective is that of designing the curriculum itself, both in regards to method and content of instruction, on the basis of the special needs, interests, and problems of the just-preadolescent and early adolescent child. The fourth objective is concerned with the development of a specific educational program which will be inherently exciting and self-involving for the preadolescent and early adolescent child in a way that traditional curriculums have not been. A fifth and final major criterion for our planning involves a concern for the matter of helping each child at this age level to develop a positive self-concept — a stable belief in his own essential worth and in the opportunities which our social structure present for his development and ultimate suc-

cess as a person. We have been very much encouraged by the interest and enthusiasm of the Southborough School Committee in support of this pioneering curriculum project.

As a system, we have successfully survived the first two years of formal legal collective bargaining. Credit for this wholesome development is shared by the Southborough School Committee which has demonstrated both patience in negotiations and deep confidence in the professional staff, and the teachers' group itself which has given evidence of an ability to keep the welfare of children and the community as a whole clearly present in its sense of values as negotiations proceeded. Under the stimulus of collective bargaining, teachers' salaries are approaching a level of adequacy over the entire State and nation which has been long deserved but slow in coming. It is our sincere belief that while the rapidly spiraling cost of education will certainly create fiscal strains on the communities and the states, the long range effect will surely be improved public schools and more adequate education for every child.

As we look ahead to the problems of the immediate future, the establishment of public kindergartens on a universal basis throughout the public schools of Massachusetts ranks high in importance. Through the recent Willis-Harrington legislation and the direction of the Massachusetts Department of Education, it is now a matter of law that public kindergartens shall be established for all communities in the State not later than 1973. The Department of Education has indicated that compliance with the new law by Southborough shall be accomplished by 1970. There is little doubt in the minds of most educators that a year of kindergarten experience for every child is both valuable and an essential factor in his total education. The present system under which we in Southborough, and a great many other communities in the State, operate, is undemocratic in its implications since the opportunities for kindergarten education are limited both by the unavailability of private facilities and the inability of many parents to afford this vital step in a

child's education. Citizens should be aware that our successful compliance with the new kindergarten law is dependent on the completion of the new elementary school by September 1970. The Deerfoot building, in addition to providing quarters for kindergarten instruction for children in the center of town, will provide sufficient relief in regard to available space in the south part of town to enable the opening of kindergarten facilities there as well. Thanks to the excellent public support which the town has provided when new buildings have been needed, we have every reason to believe at this time that the Deerfoot school will open on time and that kindergarten services will be available in the public schools of the town a year from next September.

In concluding this report, I wish to express thanks and appreciation to several groups of people who have been particularly helpful in the growth and development of the Southborough Public Schools over many years past. I would first of all acknowledge the fine moral and financial support which the community as a whole has extended to its public school program. Public support and confidence in the public school program is and has been an an essential element in their steady growth and improvement. The willingness of the community to meet its new building needs has been a major factor in the success of the entire program.

The constant concern of the membership of the Southborough School Committee for improvement in the total educational program has been most helpful. Congratulations are extended to the School Committee for its wisdom in the selection of the new superintendent of schools. Mr. Herbert C. Geele is a man of unusual integrity, intelligence, and professional commitment. His appointment augers well for the future success of the Southborough Public Schools.

I would express my thanks to members of the Southborough School Study Committee through the years for their cooperation in planning and constructing school facili-

ties well adapted to carry out our educational program as it has developed.

To all members of the teaching staff of the Southborough Public Schools, past and present, I would acknowledge with deep appreciation their willing response to educational leadership and their superb individual efforts to give their very best devotion and skill to the service of the children of Southborough. Special recognition is certainly in order for those veteran teachers who, through many years of stable and consistent performance, have provided the backbone of the faculty strength. Similarly, we are not unaware of the contribution made to our total program by the many young beginning teachers who, through their vitality and enthusiasm, have constantly challenged us to continued growth and improvement.

Respectfully submitted,

ROGER K. POOLE
Superintendent of Schools

Faculty of the Southborough Schools

MARY E. FINN SCHOOL

Mr. Peter B. Trottier, B.S.Ed., Worcester S.C., M.Ed., Fitchburg S.C.	Principal
Mrs. Genevieve T. Feindel, B.S.Ed., Framingham S.C.	Grade 1
Mrs. Charolette A. Kemper, A.B., Georgetown College	Grade 1
Miss Martha M. Pliska, B.S.Ed., Western Conn. S.C.	Grade 1
Mrs. Ruth F. Brady, B.S.Ed., Framingham S.C.	Grade 2
Mrs. Susanne F. Gird, B.S., Framingham S.C.	Grade 2
Miss Faye A. Sabatinelli, B.S.Ed., Framingham S.C.; Ed.M., Tufts University	Grade 2
Mrs. Barbara K. Barrows, B.A., Univ. of Mass.	Grade 4
Mrs. Marion W. Doren, B.A., Connecticut College	Grade 4
Mrs. Jean K. Collins, B.S.Ed., M.Ed., Framingham S.C.	Grade 5
Mr. Richard K. W. Mack, A.B., University of California	Grade 5
Mrs. Cecelia A. Lynch, B.A., Anna Maria College	Grade 6
Mrs. Marilyn J. Shanahan, A.B., Emmanuel College	Grade 6

PETERS SCHOOL

Miss Mary C. Hayes, B.S.Ed., Fram. S.C.	Principal & Grade 1
Mrs. Sylvia I. Oberg, B.S.Ed., Worcester S.C.	Grade 1
Mrs. Susan K. Whittemore, B.B.A., Westminister College	Grade 1
Miss Mary T. Shay, Lesley College	Grade 3
Miss Elna D. Headberg, B.S.Ed., Framingham S.C.; M.Ed., Worcester S.C.	Grade 3

SOUTH UNION SCHOOL

Mr. Peter B. Trottier	Principal
Miss Mary E. Farrell, B.S., Boston College	Grade 3
Mrs. Bessie M. Hersey, Aroostock State Normal School	Grade 3
Mrs. Linda G. Tolland, B.S.Ed., Framingham S.C.	Grade 3
Miss Christine Tracy, B.S., Framingham S.C.	

ALBERT S. WOODWARD SCHOOL

Mr. Robert M. Rosenblatt, B.S.Ed., Bridgewater S.C., M.Ed., Boston University	Principal
Mrs. Susan A. Austin, B.S. Bus. Adm., Northwestern U.	Grade 2
Miss Joanne C. Bracken, B.S.Ed., Framingham S.C.	Grade 2
Mrs. Jane B. Gorman, B.A., Univ. of Mass.	Grade 2
Miss Barbara L. Broderick, B.S.Ed., Fram. S.C.	Grade 4
Miss Marie A. Cahill, B.A., Anna Maria College; M.S.Ed., Worcester S.C.	Grade 4
Mr. Peter A. Langelier, B.S.Ed., Worcester S.C.	Grade 5
Mr. Francis X. Moynihan, B.S.Ed., M.Ed., Worcester S.C.	Grade 5
Miss Mary E. Rowe, A.B., Regis College	Grade 5
Miss Marie E. Delaney, B.S.Ed., Ed.M., Worcester S.C.	Grade 6
Miss Janice A. Silva, B.A., Anna Maria College; M.Ed., Worcester S.C.	Grade 6
Mrs. Virginia M. Davidson, A.B., Regis College; M.Ed., Worcester S.C.	Grade 7
Mrs. Judith C. Englander, B.A., Univ. of Mass.	Grade 7
Mrs. Christine F. Harvey, A.B., State College at Boston	Grade 7
Mr. Arthur J. Mulrain, B.S.Ed., Fitchburg S.C.; M.Ed., Worcester S.C.	Grade 7
Mrs. Rita E. Pervier, A.B., Emmanuel College, M.A., Boston University	Grade 7
Mr. Paul T. Doherty, B.S., Univ. of Mass.; M.S., Univ. of Wisconsin	Grade 8
Mrs. Helen A. Gibbons, B.S.Ed., Lowell S.C.; M.Ed., Rivier College	Grade 8
Mr. Jameson D. MacFarland, B.A., Clark University	Grade 8
Mr. Thomas J. McGinn, Jr., B.S., M.S., Holy Cross College	Grade 8

SPECIAL SUBJECT TEACHERS

Mrs. Ronnie Fleishman, B.F.A., Boston Univ.	Art
Mrs. Geraldine A. Joseph, B.A., Marygrove College; M.A., Cass-Western Reserve University	Art
Mr. Hubert H. Bower, B.S., Boston University	Music
Mr. Anthony J. Volpe, B.M., M. of Mus. Ed., Boston Univ. College of Music	Vocal Music
Mr. James G. Scott, Jr., B.M., M.M., Boston Univ.	Instrumental Music
Mrs. Marian F. Hopkins, B.S., Bouve-Boston School, Tufts University	Physical Education
Mrs. Elizabeth E. Cantwell, B.Ed., Plymouth S.C.	Physical Education
Mr. Richard J. Walsh, B.S., M.Ed., Boston Univ.	Physical Education
Mrs. Edith H. Soodak, B.A., Brooklyn College; M.Ed., Framingham S.C.	Reading
Mrs. Ruth B. Borofsky, R.N., Beth Israel Hospital; B.S., Simmons College; M.S., Boston Univ. School of Nursing and School of Education	Adjustment Counsellor
Mrs. Nancy M. Durkee, B.S., University of North Carolina	Guidance Counsellor

School Secretaries

Mrs. Frances E. H. Rabeni	A. S. Woodward and Peters Schools
Mrs. Jeanne O. Davis	Mary E. Finn and South Union Schools
Mrs. Eltie G. Kiser	Library Aide, Woodward School

Cafeteria Managers

Mrs. Beatrice Johnson	A. S. Woodward School
Mrs. Stella Jackman	South Union School
Mrs. Arlene Williams	Mary E. Finn School

Custodial Staff

Mr. Herbert Henderson	A. S. Woodward School
Mr. Joseph Levins	A. S. Woodward School
Mr. Edward W. Maynard	Mary E. Finn School
Mr. Richard A. Setterlund	South Union School

Attendance Officer

Francis J. Mattioli

REPORT of the ASSABET VALLEY REGIONAL VOCATIONAL DISTRICT SCHOOL COMMITTEE

To the Honorable Selectmen
For the Town of Southborough
Southborough, Massachusetts

Gentlemen:

This Committee hereby submits its Annual Report in accord with Chapter 513 of the Acts of 1966, section 6, paragraph (k).

Respectfully submitted,

Assabet Valley Regional Vocational
District School Committee

REINELDE M. POOLE,
Secretary

Report of the

ASSABET VALLEY REGIONAL VOCATIONAL SCHOOL DISTRICT

After receiving overwhelming voter approval for the formation of a regional vocational school district, a seven member interim school committee was appointed, one member from each of the seven member communities.

The appointed committee submits the following report:

1. That having recognized the tremendous need for skilled and semi-skilled workers in the region, the committee proceeded without delay in the general work necessary to eventually provide educational facilities and a program of education unavailable at the present time for a large number of students in the area.

2. That this seven member committee has met faithfully on a weekly basis for the past year in order to expedite this project. The primary objectives have been the selection of a superintendent-director, an architect and a site.

3. After having screened some 35 applicants and considred 15 as candidates, we recently appointed Mr. Albert Mlawsky of New York City to the position of Superintendent-Director. He is to begin his duties in March of 1969 with the writing of educational specifications as required for the development of an extensive vocational and academic curriculum.

4. Having reveiwed the qualifications of over fifty architects who applied to the district and having interviewed ten from this large group of capable firms, we have selected the firm of Alderman & MacNeish Inc., of Springfield, Mass. to design this facility.

Due to the tremendous opportunities in such fields as electronics, machine and tool design, geriatrics, practical nursing, cosmetology—and the traditional auto mechanics, auto body, and building trades, your committee has moved rapidly during the past year in order not to delay the projected opening of the school. During the course of the many interviews with architects, superintendent applicants, along with preesnt directors and representatives of the Division of Vocational Education—we have become more convinced of the tremendous benefits that our youth and adults will receive from a vocational technical school in the region.

The convenience of a centrally located plant is important. With this in mind, many potential sites have been carefully screened by the committee. With the professional advice of the State Department of Public Health and the architectural firm of Alderman & MacNeish, a tentative decision has been made as to the future location of this school. However, the final determination to purchase the land has not ben made at the time of this writing.

It is this committee's hope that the work will proceed as rapidly in the future as it has in the past. We are very thankful for the patience and cooperation that all of the various town and city officials have displayed in our many requests for assistance.

Respectfully submitted,

HERBERT L. COBB, Chr.,
Southborough

PAUL F. HESTER, V.-Chr.,
Hudson

REINELDE M. POOLE, Sec.
Marlborough

DEAN A. GOODWIN
Berlin

CLINTON T. HUNT
Maynard

EUGENE B. PELKEY
Northborough

RUTH L. HARPIN
Westborough

REPORT OF THE TREASURER FOR THE YEAR 1968

Cash collected	$14,506.00
Cash expended	3,932.65
Balance, 12-31-68	10,573.35

Balance Sheet as of December 31, 1968

Cash	$10,573.35	
Accounts Receivable, Southboro	54.50	
Accounts Receivable, Berlin	439.50	
Revenue Appropriation		$ 625.00
Excess and Deficiency		10,442.35
Totals	11,067.35	11,067.35

Expenditures 1968

Treasurer's Salary	375.00
Legal	250.00
Office Expense	
School Committee	663.68
Office Supplies	
Administration	332.09
Travel	74.50
Acquisition of Equipment	2,237.38
	$ 3,932.65

Respectfully submitted,

FRANK D. WALKER
Treasurer

Member community shares were based on resident pupil enrollment, Grades 1 through 12 in all schools, public and private on October 1, 1967, Enrollment figures were obtained from the Department of Education, Research and Development Center, Woburn, Mass., verification on file.

	Resident Pupils	Ratio
Berlin	564	2.93%
Hudson	4022	20.87
Marlborough	6193	32.13

Maynard	2091	10.85
Northborough	2493	12.94
Southborough	1355	7.03
Westborough	2554	13.25
	19,272	100.00

"NO SCHOOL" SIGNALS

"No School" announcements will be given over radio station WSRO, Marlboro, 1470 on the dial; WKOX, Framingham, 1190 on the dial; and WTAG, Worcester, 580 on the dial, between 6:30 and 7:00 a.m.

School Financial Statement

For the Year Ending December 31, 1968

SCHOOL ACCOUNT

Appropriation		$532,389.82
Additional Appropriation 11/18/68		2,000.00
		$534,389.82
Expenditures:		
Administration:		
School Committee	$375.09	
Superintendent's Office	15,389.55	
Instruction:		
Principals Office	29,089.75	
Teaching (including salaries, education supplies	355,643.10	
Textbook Program	5,245.77	

Library Services	2,879.78	
Audio-Visual Program	1,053.73	
Guidance Services	4,850.00	
Psychological Services	1,285.00	
Educational Television	598.25	
Other School Services:		
Adjustment Counsellor and Attendance Officer	8,892.04	
Health Services	7,068.44	
Cafeteria Operating Funds	----------	
Student Body Athletics	1,830.00	
Pupil Transportation:		
To Schools Within Town	25,055.68	
Other than to and from School	1,082.03	
Operation and Maintenance of Plant:		
Custodial Services (salaries and supplies)	26,015.24	
Heating Buildings	7,962.16	
Utilities (electricity, gas, water, telephone)	11,449.04	
Maintenance of Plant:		
Maintenance of Grounds	$535.36	
Maintenance of Buildings	18,626.96	
Maintenance of Equipment	1,198.60	
Replacement of Equipment	1,607.46	
Acquisition of Fixed Assets:		
Acquisition of New Equip.	1,169.54	
Programs With Other Systems:		
Programs with Other Systems in Massachusetts	5,431.26	
Total Expenditures	$534,333.83	
Unexpended Balance	55.99	
		$534,389.82

VOCATIONAL EDUCATIONAL ACCOUNT

Appropriation:	$11,550.00	
Total Receipts		$11,550.00
Expenditures:		
Transportation	$1,098.88	
Tuition	5,834.75	
Total Expenditures	6,933.63	
Unexpended Balance	4,616.37	
Total		$11,550.00

SCHOOL LUNCH ACCOUNT
(All Schools Combined)

Receipts:		
Balance from 1967	$259.71	
Lunchroom Receipts and State Aid	47,804.68	
Total Receipts		$48,064.39
Expenditures:		
Total Expenditures	$46,413.36	
Balance to 1969	1,651.03	
		$48,064.39

PUBLIC LAW NO. 89-10, TITLE I

Receipts:		
Balance from 1967	$2,458.87	
Received in 1968	3,629.00	
Total Receipts		$6,087.87
Expenditures:		
Total Expenditures	$4,285.77	
Unexpended Balance	1,802.10	
Total		$6,087.87

PUBLIC LAW NO. 864, NDEA TITLE III

Receipts:		
Check received 1968		$745.20
Expenditures:		
Total Expenditures		$745.20

PUBLIC LAW NO. 874

Receipts:		
Balance from 1967	$4,348.00	
Received in 1968	5,535.00	
Total Receipts		$9,883.00
Expenditures:		
Total Expenditures	$4,348.00	
Unexpended Balance	5,535.00	
		$9,883.00

ENROLLMENT BY GRADES

October 1, 1968

	1	2	3	4	5	6	7	8	Total
Finn School	71	68		52	45	61			297
Peters School	83		54						137
South Union School			86						86
Woodward School		64		60	77	67	119	105	492
Special Class: 8 (Hudson Street School, Northborough)									8*
Totals	154	132	140	112	122	128	119	105	1020

*Not enrolled by grades

REGISTRATION OF MINORS

October 1, 1968

	5-7 years	7-16 years	Total
Boys	163	590	753
Girls	127	550	677
Total	290	1140	1430

Enrolled in Public Schools	127	1047	1174
In Vocational Schools	.....	1	1
In Private Schools	7	79	86
In State & County Institutions	1	13	14
Not Enrolled in Any Day School	155	.....	155
Total	290	1140	1430

1968-1969 SCHOOL CALENDAR

School opens September 4, 1968

Month	Session Days	Days Not in Session
Sept.	19	None
Oct.	23	None
Nov.	17	Nov. 1, Teachers Convention Nov. 11, Veterans Day Nov. 27, close at noon for Nov. 28 & 29, Thanksgiving Recess
Dec.	15	Dec. 20 close at end of school day for December 21-31, Christmas Vacation
Jan.	22	Jan. 1, New Year's Day
Feb.	15	Feb. 15-23, Winter Vacation
March	21	None
April	16	April 4, Good Friday April 19-27, Spring Vacation
May	21	May 26, Memorial Day
June	16	School closes at noon on June 23, 1969

1969-1070 SCHOOL CALENDAR

School opens Spetember 3, 1969

Month	Session Days	Days Not in Session
Sept.	20	None
Oct.	22	Oct. 13, Columbus Day
Nov.	16	Nov. 7, Teachers Convention Nov. 11, Veterans Day Nov. 26, close at noon for Nov. 27 & 28, Thanksgiving recess
Dec.	17	Dec. 23, close at end of school day for Dec. 24-31, Christmas Vacation
Jan.	20	Jan. 1 and 2, New Year's
Feb.	15	Feb. 14-22, Winter Vacation
March	21	March 27, Good Friday
April	17	April 18-26, Spring Vacation
May	20	May 25, Memorial Day
June	17	School closes at noon on June 23, 1970

REPORT OF

ADVISORY COMMITTEE

and

1968 TOWN WARRANT

AND RECOMMENDATIONS

Southborough, Massachusetts

ANNUAL TOWN MEETING, MARCH 11, 1968

Bring This Report to Town Meeting for Reference

The Hoyle Press, 9 May St., Worcester, Mass. 01610

	Consolidated Budgets 1968		Average Expenditures 1966 and 1967	
General Government	$94,718	(6.54%)	$73,769	(6.2 %)
Public Safety	131,298	(9.1 %)	101,323	(8.5 %)
Health	19,724	(1.4 %)	13,126	(1.1 %)
Highways	50,411	(3.5 %)	39,711	(3.36%)
Public Assistance	53,625	(3.7 %)	31,750	(2.68%)
Veterans Services	12,610	(.89%)	14,788	(1.25%)
Education	822,064	(57.0 %)	682,396	(57.5 %)
Library	19,852	(1.39%)	17,236	(1.47%)
Public Services	67,929	(4.7 %)	56,761	(4.77%)
Recreation, etc.	7,285	(.5 %)	4,732	(.4 %)
Maturing Debt & Interest	143,643	(10.0 %)	135,981	(11.47%)
Cemetery	18,280	(1.28%)	15,547	(1.3 %)
Total	$1,441,439	(100.00%)	$1,187,120	(100.00%)

Consolidated recommended budget figures as proposed in Article 11 of the Warrant. These are the amounts under the "A" recommendation. If the Town accepts the Salary Scale Adjustments proposed by the Personnel Board the budget total will increase $17,427.68. Percentages will not change noticeably. These would be the amounts under the "B" recommendation.

NOTE: Any expenditures authorized by votes on Warrant Articles are **NOT** included above.

REPORT of the ADVISORY COMMITTEE
1968

To the voters of the Town of Southborough:

The budget for General Government for the year 1968, as recommended under "A" totals $1,441,438.97. This is an increase over the 1967 budget of $194,663.63 or 15.6%.

Wages account for about half of this increase $102,768.00. Of this amount $79,826.00 is for teacher and school administration salaries.

Expenses, other than wages, have increased $91,895.63.

The Town employs 25 part time clerical helpers at a cost of $33,918.42. This could be reduced by the use of a central stenographic pool.

Operation expenses at our schools has increased at a greater rate than the number of students has increased. This means that our rate per student is going up. Southboro Schools have increased total operating costs $75,000.00 or 16.4%. There are 39 more students or 4.2%. Algonquin Regional High School increased total operating costs by $39,282.00 or 16.6% for Southboro's share. Southboro students increased by 29 or 10.5%.

The Welfare Department budget has increased by $17,625, or 49%. This is due to the number of people taking advantage of the new Medical Assistance Programs, particularly the Medicaid Program. There is also uncertainty as to what is to happen when the Welfare Program is taken over by the State. This is scheduled for July 1, 1968.

The Board of Health budget has increased because the visiting nurse program is set up for a full year, through the Framingham Visiting Nurse Association. This is an excellent program and is available to all people of the Town. The cost of garbage collection has also gone up due to added population and increased labor costs.

Police coverage of the Town is becoming more of a problem. The selectmen have asked to increase the force by adding one sergeant and one patrolman. This will give us seven full time men including the Chief.

The Selectmen requested that the Fire Department be increased by adding a full time Chief and one more firefighter. This will give 24 hour coverage by regular firemen on duty. They will continue to be supported by our very excellent firemen who are on call.

The decision to approve the addition of personnel to the Fire and Police Departments was arrived at only after considerable discussion and debate. It should be noted that final approval was not unanimous, and will finally be decided at Town Meeting by the vote of the citizens.

Each article of the Warrant for this meeting requires your consideration. Some articles that may not affect your property or your neighborhood do affect your Town. Anything that affects the Town will eventually affect your taxes and property values. We urge each citizen to attend Town Meeting and to vote on each article.

It is the duty of the Advisory Committee to carefully consider all matters involving expenditures of money, creation of debt, or disposition of Town property, and to report thereon its recommendations to the citizens of the Town.

In a broad sense, and as a result of observations over several years, the Committee recommends that a true planning program be introduced to the Town. This is not expected to be an instant cureall for all problems. However, the Town

is, in the not too distant future, to be introduced to the problem of sewerage, more water main extensions, etc. Up to now, schools have been our major problem. It cannot be evaded that other problems are vital and fast approaching the stage of tentative solution and then final solution. Time does not stand still. We hope to move forward and now is the time to plan. The Fire Department has the only comprehensive plan worked out that we have seen. Other departments have rather nebulous ideas that could be developed with study, however nothing definite has yet come out. Our Committee stands ready to consult or assist in any attempt to develop worth while studies.

With the idea in mind of a stable tax rate, it is suggested that the Town consider in the near future a Capital Budget Committee. There is ample precedent for this type of a study committee as set up in many communities of the Commonwealth. It can be an important part of the planning concept, especially as related to monetary demands.

Your Advisory Committee held 22 regular meetings in 1967, and 10 special meetings. We have had 10 meetings with groups or departments and have had nearly 100% attendance at four Seminars at Babson Institute in Wellesley.

We have done the best we could to serve the people of the Town and wish to thank all who gave us their kind consideration.

Respectfully submitted,

JOSEPH F. CALLAGHAN,
Chairman
ULDERIC F. HURLEY, Clerk
WILLIAM A. PESSOLANO
DAVID E. TAYLOR
CHARLES E. WOOD
WILLIAM L. ZOLLI

RESERVE FUND USE—1967

To Town Treasurer

To supplement appropriation for costs of borrowing in anticipation of revenue.	$1,500.00

To Town Treasurer

Payment for replacement of equipment accidentally damaged beyond repair. No insurance and no appropriation.	50.00

To Veterans Services

To supplement appropriation due to unexpected demands.	640.00

To Building Department

Appropriation for inspection fees inadequate due to unanticipated building. These fees are recovered by the Town.	1,100.00

To School Department

To supplement appropriation for Vocational Education expense.	250.00

To Tree Warden

Change of administration during year caused confusion, resulting in depletion of appropriation, with outstanding bills not paid.	500.00

To Water Department

Final quarter reading of water meters was done on a contract basis. This cost could not legally be met through the Salary account, and thus had to be taken from the Maintenance account, which had been exhausted by prior committments.	325.00

To Selectmen

Extra insurance premiums were required due to added Town equipment. Also premiums were raised on Blue Cross and Blue Shield coverage, which together exhausted appropriation.	110.00
	$4,475.00

BUDGET ITEMS (See Warrant Article No. 11)

GENERAL GOVERNMENT

NOTE: Under 1968 Recommendations

Column B will be effective only if recommendation of the Personnel Board regarding adjustments of pay schedules, etc. is accepted by the meeting.

Budget Item Number	Expended 1967	Recommended 1968 A	Recommended 1968 B
1. **Advisory Committee**			
Salary—Clerk	$175.00	$175.00	$300.00
Other Expenses	23.47	110.00	110.00
Av. Pr. 2 yrs.—$179.14	198.47	285.00	410.00
2. **Selectmen**			
Wages—Clerical	8,941.93	10,891.32	11,319.88
Other Expenses	2,423.98	2,709.60	2,709.60
Av. Pr. 2 yrs.—$10,116.58	11,365.91	13,600.92	14,029.48
3. **Accounting Department**			
Wages—Clerical	3,532.75	3,874.85	4,224.59
Other Expenses	610.98	330.00	330.00
Av. Pr. 2 yrs.—$3,782.92	4,143.73	4,204.85	4,554.59
4. **Treasurer**			
Wages—Clerical	1,178.83	1,970.20	2,131.20
Other Expenses	949.02	1,115.00	1,115.00
Av. Pr. 2 yrs.—$1,980.55	2,127.85	3,085.20	3,246.20

Budget Item Number	Expended 1967	Recommended 1968 A	Recommended 1968 B
5. Collector			
Wages—Clerical	4,149.02	4,934.00	5,354.50
Other Expenses	2,142.53	2,489.25	2,489.25
Av. Pr. 2 yrs.—$45,958.15	6,291.55	7,423.25	7,843.75
6. Town Clerk			
Wages—Clerical	592.72	810.00	885.00
Other Expenses	750.50	1,046.10	1,046.10
Av. Pr. 2 yrs.—$1,353.84	1,343.22	1,856.10	1,931.10
7. Election and Registration			
Wages—Clerical	304.12	375.72	425.72
Wages—Registrars & Clerk	468.00	435.00	550.00
Wages—Election Officials	624.00	2,000.00	2,250.00
Other Expenses	1,692.32	2,475.00	2,675.00
Av. Pr. 2 yrs.—$3,545.88	3,089.34	5,285.72	5,900.72
8. Assessors			
Wages—Clerical	3,449.90	4,004.97	4,290.97
Other Expenses	2,201.63	2,948.60	2,948.60
Av. Pr. 2 yrs.—$5,219.24	5,651.53	6,953.57	7,239.57
9. Legal Department			
Wages	500.00	500.00	500.00
Other Expenses	3,900.00	4,950.00	4,950.00
Av. Pr. 2 yrs.—$4,180.12	4,400.00	5,450.00	5,450.00
10. Town Hall			
Wages	972.89	900.00	914.57
Other Expenses	3,907.11	3,635.00	3,635.00
Av. Pr. 2 yrs.—$4,311.93	4,880.00	4,535.00	4,549.57
11. Planning Board			
Wages—Clerical	185.68	200.00	235.00
Other Expenses	33.80	173.60	173.60
Av. Pr. 2 yrs.—$298.50	219.48	373.60	408.60

Budget Item Number	Expended 1967	Recommended 1968 A	Recommended 1968 B
12. Board of Appeals			
Wages—Clerical	150.00	300.00	250.00
Other Expenses	92.72	575.00	575.00
Av. Pr. 2 yrs.—$213.61	242.72	875.00	825.00
13. Police Department			
Chief of Police	8,463.33	9,106.00	9,526.14
Wages—Clerical	150.00	150.00	150.00
Wages	26,867.62	35,129.40	37,938.91
Other Expenses	5,853.91	5,953.60	5,953.60
Av. Pr. 2 yrs.—$37,167.95	41,334.86	50,339.00	53,568.65
14. Fire Department			
Wages—Permanent Men	12,164.52	22,159.56	23,100.00
Wages—Call Men	8,686.30	8,201.25	10,117.00
Other Expenses	11,405.00	11,680.00	11,680.00
Av. Pr. 2 yrs.—$29,209.36	32,255.82	42,040.81	44,897.00
15. Insect & Disease Control			
Wages	2,375.89	2,664.96	2,935.76
Other Expenses	4,058.08	3,773.00	3,773.00
Av. Pr. 2 yrs.—$6,346.54	6,433.97	6,437.96	6,708.76
16. Tree Warden			
Wages	4,627.10	5,452.40	5,779.28
Other Expenses	2,870.26	2,210.00	2,210.00
Av. Pr. 2 yrs.—$6,564.26	7,497.36	7,662.40	7,989.28
17. Cemetery			
Wages	16,399.33	17,764.30	18,009.65
Other Expenses	1,252.45	516.00	516.00
Av. Pr. 2 yrs.—$15,547.39	17,651.78	18,280.30	18,525.65

Budget Item Number	Expended 1967	Recommended 1968 A	Recommended 1968 B
18. Civil Defense			
Wages	96.53	275.00	325.00
Other Expenses	3,025.20	3,025.00	3,025.00
Av. Pr. 2 yrs.—$3,394.90	3,121.73	3,300.00	3,350.00
19. Board of Health			
Wages	240.00	260.00	350.00
Other Expenses	10,832.48	15,655.00	15,655.00
Av. Pr. 2 yrs.—$10,245.86	11,072.48	15,915.00	16,005.00
20. Inspector of Animals			
Wages	135.00	135.00	146.00
Other Expenses	18.00	35.00	35.00
Av. Pr. 2 yrs.—$142.80	153.00	170.00	181.00
21. Street Lights			
Electricity	14,594.66	14,542.00	14,542.00
New Lights	.....	300.00	300.00
Av. Pr. 2 yrs.—$14,415.66	14,594.66	14,842.00	14,842.00
22. Highway—Snow Removal			
Wages	8,340.80	11,000.00	11,384.54
Other Expenses	10,940.24	8,950.00	8,950.00
Av. Pr. 2 yrs.—$18,553.45	19,281.04	19,950.00	20,334.54
23. Highway—Special Maintenance			
Wages	15,713.81	13,330.00	15,124.70
Other Expenses	9,403.57	17,132.00	17,132.00
Av. Pr. 2 yrs.—$21,157.74	25,117.38	30,462.00	32,256.70
24. Welfare			
Administration	4,950.00	2,625.00 (¾)	2,625.00
Other Expenses	31,050.00	51,000.00 (yr)	51,000.00
Av. Pr. 2 yrs.—$31,750.00	36,000.00	53,625.00	53,625.00

Budget Item Number	Expended 1967	Recommended 1968 A	Recommended 1968 B
25. **Veterans Services**			
Wages	1,624.50	1,650.00	1,858.50
Other Expenses	10,542.71	10,960.00	10,960.00
Av. Pr. 2 yrs.—$14,788.18	12,167.21	12,610.00	12,818.50
26. **Schools (Southboro)**			
Administration	14,399.73	15,929.60	15,929.60
Instruction	342,712.09	410,465.08	410,465.08
Operation and Maint.	50,893.53	56,950.00	56,950.00
Other Services	49,374.15	54,138.34	54,138.34
Av. Pr 2 yrs—$428,593.35	457,379.50	537,483.02	537,483.02
Less Funds from P.L. 874—$4,348.00			
Less Funds from P.L. 864—$745.20			
P.L. 864—$745.20		—5,093.20	—5,093.20
TOTAL		532,389.82	532,389.82
27. **Vocational Education**			
Transportation	1,401.94	2,228.00	2,228.00
Tuition	6,592.55	9,322.00	9,322.00
Av. Pr. 2 yrs.—$6,303.99	7,994.49	11,550.00	11,550.00
28. **Regional School Assessment**			
Assessment	238,842.75	278,124.48	278,124.48
Av. Pr. 2 yrs.—$247,498.84			
29. **Southborough Library**			
Wages	11,206.87	12,751.60	13,842.94
Other Expenses	6,570.25	7,100.00	7,100.00
Av. Pr. 2 yrs.—$17,235.64	17,777.12	19,851.60	20,942.94
30. **Water Department**			
Wages	28,869.42	32,125.29	33,716.16
Other Expenses	31,699.69	35,803.41	35,803.41
Av. Pr. 2 yrs.—$56,761.19	60,569.11	67,928.70	69,519.57

Budget Item Number	Expended 1967	Recommended 1968 A	Recommended 1968 B
31. Reserve Fund			
NOT IN TAX LEVY—To be transferred from Overlay Reserve.			
Transfers	4,475.00	20,000.00	20.000.00
Av. Pr. 2 yrs.—$5,237.50			
32. Dump Maintenance			
Wages	1,965.00	2,340.00	5,008.38
Other Expenses	748.84	1,300.00	1,300.00
Av. Pr. 2 yrs.—$2,737.15	2,713.84	3,640.00	6,308.38
33. Fayville Hall Maintenance			
Wages	997.49	1,040.00	1,050.00
Other Expenses	2,231.22	2,325.60	2,325.60
Av. Pr. 2 yrs.—$3,522.30	3,228.71	3,365.60	3,375.60
34. Town Reports			
Expenses	1,902.20	2,350.00	2,350.00
Av. Pr. 2 yrs.—$1,822.85			
35. Insurance			
Premiums	21,344.31	26,275.00	26,275.00
Av. Pr. 2 yrs.—$20,322.90			
36. Gasoline			
Gasoline	5,254.82	5,758.00	5,758.00
Av. Pr. 2 yrs.—$5,220.59			
37. Industrial Commission			
Expenses	287.48	1,800.00	1,800.00
Av. Pr. 2 yrs.—$351.79			
38. Interest on Debt	35,183.17	32,643.00	32,643.00
Av. Pr. 2 yrs.—$35,980.88			
39. Debt Retirement	100,000.00	111,000.00	111,000.00
Av. Pr. 2 yrs.—$100,000.00			

Budget Item Number	Expended 1967	Recommended 1968 A	Recommended 1968 B
40. Recreation & Town Grounds Maint.			
Wages	2,903.75	4,321.25	4,321.25
Other Expenses	2,532.26	2,963.60	2,963.60
Av. Pr. 2 yrs.—$4,732.42	5,436.01	7,284.85	7,284.85
41. Building Department			
Inspection Fees	4,787.25	6,000.00	6,000.00
Other Expenses	29.71	280.00	280.00
Av. Pr. 2 yrs.—$4,178.45	4,816.96	6,280.00	6,280.00
42. Personnel Board			
Wages	478.87	1,009.64	1,133.75
Other Expenses	545.50	203.60	203.60
Av. Pr. 2 yrs.—$1,362.04	1,024.37	1,213.24	1,337.35
43. Moderator			
Expenses	25.00	25.00	25.00
Av. Pr. 2 yrs.—$12.50			
44. Conservation Commission			
Wages	00	120.00	135.00
Other Expenses	87.56	277.00	277.00
Av. Pr. 2 yrs.—$43.78	87.56	397.00	412.00
TOTALS	$1,234,502.49	$1,441,438.97	$1,458,866.65

(Reserve Fund not included)

TOWN WARRANT

COMMONWEALTH OF MASSACHUSETTS

Worcester, ss. January 31, 1968

Greetings:

In the name of the Comonwealth of Massachusetts you are hereby directed to notify and warn the Inhabitants of the Town of Southborough qualified to vote in elections and Town affairs, to meet in the Town House in said Southborough, on

Monday Evening, March 11, 1968

at 7:00 p.m., then and there to take action on the following articles:

ARTICLE 1: To hear the reports of the various Town Officers and Committees, and to take such action thereon, as the Town may vote.

(Proposed by the Board of Selectmen)

It is recommended that these reports be heard.

ARTICLE 2: To see if the Town will vote to fix, for the Calendar Year 1968, the salary and compensation of all elective officers of the Town as provided by Section 108 of Chapter 41, of the General Laws, as amended, which officers are as follows:

One Moderator, one Town Treasurer, one Town Clerk, one Town Collector, three Selectmen, three Assessors, three members of the Board of Public Welfare, five members of the School Committee, three members of the Board of Health, three Water Commissioners, three Cemetery Commissioners.

Moderator	$ 25.00	Welfare Comm. (3)	$150.00
Treasurer	1,750.00	School Comm. (5)	500.00
Town Clerk	1,800.00	Board of Health (3)	300.00
Town Collector	1,750.00	Water Comm. (3)	300.00
Selectmen (3)	2,100.00	Cemetery Comm. (3)	75.00
Assessors (3)	3,000.00		

(Proposed by the Board of Selectmen)

It is recommended that salaries of elected officers be fixed as printed.

ARTICLE 2a: To see if the Town will vote to fix, for the Calendar Year 1968 the salary and compensation of the Tree Warden of the Town, as provided by Section 108 of Chapter 41 of the General Laws, as amended, in the amount of One Thousand Eight Hundred Dollars ($1,800.00), or do or act anything in relation thereto.

(Proposed by William H. Onthank)

It is NOT recommended that compensation for the Tree Warden be increased as asked.

ARTICLE 3: To see if the Town will vote to raise and appropriate the sum of Eleven Thousand Seven Hundred Fifty Dollars ($11,750.00) or such other sum of money as may be necessary to pay the salaries of all elective Town Officers, or do or act thereon.

(Proposed by the Board of Selectmen)

It is recommended that a sum of money, to be indicated in the motion, be raised and appropriated to pay salaries of all elected Officers of the Town.

ARTICLE 4: To see if the Town will vote to transfer to Surplus Revenue Account (Excess and Deficiency) the unexpended balances of certain appropriations as follows:

Police Cruiser (1966)	$125.91
Police Cruiser (1967)	2.48
Releases for widening Fisher Road	400.00
Memorial Day Exercises	34.24
Study of Municipal Buildings	300.00
Revision of By-Laws	300.00
Real Estate Appraisal	65.95
	$1,228.58

(Proposed by Town Accountant)

It is recommended that unexpended balances be returned to Town Funds as follows: $1,228.58 to Surplus Revenue.

ARTICLE 5: To see what disposition shall be made of the dog money.

(Proposed by the Board of Selectmen)

It is recommended that the revenue from the licensing of dogs, $659.50 be used as part of the appropriation for the Library.

ARTICLE 6: To see if the Town will vote to accept a sum of money from St. Mark's School, and determine what disposition shall be made of the same, if accepted, or do act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $4,500.00 be accepted and placed in the Town Treasury.

ARTICLE 7: To see if the Town will vote to accept a sum of money from Fay School, and determine what disposition shall be made of the same, if accepted, or do act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $3,000.00 be accepted and placed in the Town Treasury.

ARTICE 8: To see if the Town will authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning January 1, 1968 and to issue a note or notes therefor, payable within one year, and to renew any not or notes as may be given for a period of less than one year, in accordance with Section 17, of Chapter 44 of the General Laws, as amended, and pass any vote or take any action in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that this authority be given.

ARTICLE 9: To see if the Town will authorize the Board of Assessors to use free cash in the Town Treasury, and if so, what sum, for the purpose of redcing the amount to be raised and assessed as taxes in 1968 or pass any vote relative thereto.

(Proposed by the Board of Selectmen)

A recommendation as to the sum to be used will be made at the Town Meeting.

ARTICLE 10: To see if the Town will vote to amend the Town By-Laws by striking therefrom in their entirety those sections which apply to the "Salary Administration Plan" and inserting therefor the following new sections as the "Salary Administration Plan of the Town of Southborough":

SALARY ADMINISTRATION PLAN

PREAMBLE

This by-law establishes a Salary Administration Plan, hereinafter called the "Plan" which classifies the several

position classifications in the town services into groups, establishes salary schedules; establishes so-called "fringe" benefits, or "indirect pay" provisions, such as holidays and vacations with pay, sick leave, and the like; and establishes a Personnel Board to administer the Plan, as hereinafter provided, and to represent the interest of both taxpayers and town employees.

The positions of all officers and employees in the service of the town, whether full time, part time, temporary, seasonal, special, casual, Civil Service, of any others, other than those positions filled by popular election and those under the direction and control of the School Committee, are hereby classified by titles in the groups listed in Schedule A, entitled "Classification Schedule," as set forth in Section 20 of this by-law.

The classification of positions which are subject to the Welfare Compensation Plan of the Comonwealth of Massachusetts and the schedule of rates therefor effective July 1, 1966 with subsequent amendments, if any, and the provisions of Section 47 D of Chapter 31 of the General Laws relating to the application of rates set forth in the aforementioned Welfare Compensation Plan are hereby incorporated by reference.

SECTION 1. DEFINITIONS

As used in this by-law, the following words and phrases shall have the following meanings unless a different construction is clearly required by the context or by the laws of the Commonwealth:

"Administrative Authority," the elected or appointed official or board having jurisdiction over a function or activity;

"Board," the Personnel Board as defined in Section 14;

"Casual Position," a position calling for part-time em-

ployment, which service does not constitute continuous service; this service is rendered occasionally and without regularity according to the demands therefor;

"Civil Service Law," Chapter 31 of the General Laws of the Commonwealth, as amended and all rules and regulations made thereunder; and any special law enacted by the General Court regulating the classification, compensation and conditions of employment of officers and employees of the Town under Chapter 31;

"Class," a group of positions in the Town service sufficiently similar in respect to duties and responsibilities so that the same descriptive title may be used to designate each position allocated to the class, that the same qualifications shall be required of the incumbents, that the same tests of fitness may be used to choose qualified employees and that the same scale of compensation can be made to apply with equity;

"Classification Schedule," Titles in Schedules A and D of Section 20 of this by-law plus class specifications which are on file with the Personnel Board and which are hereby incorporated by reference;

"Compensation Grade," a range of salary or wage rates appearing in Schedule B and C of Section 20;

"Continuous Full-time Service," employment requiring a predetermined minimum work week and uninterrupted except for authorized vacation leave, sick leave, bereavement leave, or other leave of absence;

"Continuous Employment," full-time or part-time employment uninterrupted except for authorized vacation leave, sick leave, bereavement leave, or other leave of absence;

"Department," any department, board, committee, commission or other agency of the Town subject to this by-law;

"Department Head," the officer, board, or other body having immediate supervision and control of a department;

"Employee," an employee of the Town occupying a position in the classification schedule;

"Full-time Employee," an employee retained in full-time employment;

"Full-time Employment," employment for not less than 20 hours per week for fifty-two weeks per annum, minus legal holidays and authorized vacation leave, sick leave, bereavement leave and other leaves of absence;

"Group," a group of classes appearing in schedule A and D of Section 20;

"Increment," the dollar difference between step rates;

"Maximum Rate," the highest rate in a range which an employee normally is entitled to attain;

"Minimum Rate," the rate in a range which is normally the hiring rate of a new employee;

"Part-time Employee," an employee retained in part-time employment;

"Part-time Employment," employment for less than full-time employment, as defined above;

"Personal Rate," a rate above the maximum rate applicable only to a designated employee;

"Position," an office or post of employment in the Town service with duties and responsibilities calling for the full-time or part-time employment of one person in the performance and exercise thereof;

"Position Class," same as "Class" (a class may include only one position, in which event it is defined as a "single position class")

"Promotion," a change from a position of lower class and compensation grade to a position with greater responsibilities in a higher class and compensation grade;

"Range" the dollar difference between minimum and maximum rates;

"Rate," a sum of money designated as compensation for personal services on an hourly, weekly, monthly, annual or other basis;

"Salary Schedule," Schedule B, C and D or Section 20;

"Single Rate," a rate for a designated position class which is not in a range;

"Special Position," a position calling for part-time employment which, although constituting continuous employment, is not rendered during prescribed working hours, daily, weekly or annually, but is rendered as required, according to the demands for such service;

"Step Rate," a rate in a range of a compensation grade;

"Temporary Employee," (1) an employee retained in a temporary position as defined above; (2) any employee holding a temporary appointment under Civil Service Law who does not also have permanent status thereunder;

"Temporary Position" or "Seasonal Position," any position in the Town service which requires or is likely to require the service of one incumbent for a period not exceeding six calendar months, either on a full-time or part-time basis;

"Town," the Town of Southborough.

SECTION 2. TITLES OF POSITIONS

No person shall be appointed, employed or paid as an employee in any position subject to the provisions of the Salary Administration Plan under any title other than those of the Classification Schedule, or under any title other than that of the job, the duties of which are actually performed. The job title in the Classification Schedule of the Plan shall be the official title for all purposes having to do with the position and shall be used to designate the position in all payrolls, budget estimates and official reports, and in every other connection involving personnel and fiscal processes.

SECTION 3. NEW OR CHANGED POSITIONS

Whenever a new position is established, or the duties of an existing position are so changed that a new level of work demand exists and in effect a new position is created, upon presentation of substantiating data satisfactory to the Personnel Board, the Board shall rate such new or changed position and allocate it to its appropriate compensation grade and establish the rate range therefor.

SECTION 4. RECLASSIFICATION OF EMPLOYEES

No position may be reclassified to a classification in another compensation grade, either higher or lower, until the Personnel Board shall have determined such a reclassification will be consistent with the provisions of the Salary Administration Plan.

SECTION 5. JOB DESCRIPTIONS AND INTERPRETATIONS

The Personnel Board shall maintain written job descriptions of the position classes in the Classification Schedule of the Plan, each consisting of a statement describing the essential nature of the work and characteristics that distinguish the class from other classes. The description for any class shall be construed solely as a means of identification

and not as prescribing what the duties or responsibilities of any position shall be, or as modifying, or in any way affecting, the power of any administrative authority, as otherwise existing, to appoint, to assign duties to, or to direct and control the work of any employee under the jurisdiction of such authority.

SECTION 6. WAGES

(a) The weekly pay period shall begin at 12:01 A.M. Sunday and shall end at 12:00 P.M. the following Saturday.

(b) Employees in the clerical and operating groups shall be paid time and one-half for all hours worked in excess of forty-four (44) in a week, provided such hours of work have been authorized by the department head.

(c) Employees in the weekly group except Superintendents, the Chief of Police, the Town Accountant and the Librarian shall be paid straight time for hours worked in excess of their regular work week. The regular work week for the purpose of this determination shall be forty-four (44) hours except for Fire Department eligible personnel. For the latter, the determination is based on the regularly scheduled workweek or 48 hours, whichever is the greater.

(d) The Salary Schedule of the Salary Administration Plan, set forth as Schedules B, C and D of Section 20 of this by-law, shall consist of the maximum and minimum salaries, step-rate salaries or single rate salaries for the positions in the Classification Schedule. The salary range of a compensation grade shall be the salary range for all position classes allocated to the grade.

SECTION 7. SALARY RATES ABOVE MAXIMUM

Any salary rate which is above the maximum rate for a job, as established by this Salary Aministration Plan, shall be deemed to be a personal rate, and apply only to the in-

cumbent when such incumbent leaves the employ of the Town or is transfered to another job with a higher maximum rate than his personal rate or higher maximum rates are established, the personal rate shall disappear. No other employee assigned to, or hired for, such job shall advance beyond the maximum of the job.

SECTION 8. ADJUSTMENT POLICIES

(a) Every employee subject to this plan who is in the continuous full-time service of the Town, computed from the date of his latest employment, and who has a satisfactory performance record, shall be eligible annually, one year from the date of the latest increase, for consideration for advance to the next higher step rate, but not more than one step rate in any one twelve-month period, until the maximum for his job is reached, subject to the approval of his department head and the Personnel Board. Any employee denied such an increase has the right of appeal to the Personnel Board, which shall confer with both the employee and the department head, and shall decide the matter. All adjustments shall be approved in advance by the Personnel Board.

(b) Regular part-time employees, for whose positions step-rates are provided, shall be eligible for consideration for increases on the same basis as provided for full-time personnel in clause (a) of this section. Special, casual and other part-time personnel for whose positions there is a single rate shall not be eligible for step rate increases.

SECTION 9. TRANSFERS AND PROMOTIONS

(a) When an employee is promoted to a job with a higher rate range, or rate of pay, he shall enter it at the minimum of the job rate range or at his own rate, whichever is the higher, but in no event at a rate in excess of the maximum for such job. He may also receive at the time a one step rate increase, provided the maximum for the job is not exceeded, if the department head recommends that qualifi-

cations and performance warrant it, and the Personnel Board approves. If the department head should feel that there should be a trial period before recommending the promotional one step rate increase, on recommendation of the department head, the Personnel Board may approve such a deferred promotional increase at the conclusion of the trial period.

(b) If an employee is transferred to a job with a lower rate range, or rate of pay, he shall enter it at his own rate or at the maximum rate for the job, whichever is the lower, providing the Personnel Board approves, The employee shall have the right of appeal to the Personnel Board and to be heard thereon, and the Personnel Board shall decide the matter.

SECTION 10. NEW PERSONNEL

(a) The hiring rate shall be the minimum of the rate range of the job for which the new employee is hired, unless otherwise authorized by the Personnel Board. Department heads shall notify the Personnel Board of the hiring of all new personnel and their hiring rates.

(b) For new regular and full-time and new regular part-time personnel for whose positions there is a rate range and step rates, the first six months of employment shall be a probationary period, at the end of which the employee may advance one step rate, provided the department head and the Personnel Board decide his performance warrants it. He shall thereafter be reviewed for a step rate increase each year on his anniversary date. This probationary step rate increase shall apply only at the start of employment and shall not apply in case of transfer or promotion from one job to another.

SECTION 11. DEPARTMENT BUDGETS

Each department head shall include in the annual budget a pay adjustment section to provide funds for anticipated

pay adjustments during the ensuing year, expenditures to be made therefrom only in accordance with the Salary Administration Plan with the approval of the Personnel Board.

SECTION 12. "FRINGE" BENEFITS

So-called "fringe" benefits, such as holidays and vacations with pay, sick leave and other such matters, are a cost item to the Town and a form of "indirect pay," and included in the coverage of the Salary Administration Plan, both those included in the Plan at its adoption and any other which may be included in the future.

A. HOLIDAYS WITH PAY

(1) All regular full-time employees shall receive one day's pay at regular straight time for the following state legal holidays — New Year's Day, Washington's Birthday, Patriots' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas.

(2) To be eligible for such holiday pay, an employee shall have worked on the regularly scheduled work day next preceding, and shall have worked, or have satisfactorily presented himself for work, on the regularly scheduled work day next following the holiday, or shall have been in full pay status on the day preceding and the day following.

(3) In the case of the Police Department, or other departments whose personnel is subject to duty seven days a week, those regular employees who are assigned to duty on the holiday shall receive a compensatory day off, or a normal day's pay, at the direction of the department head. Details as to administrative policies and practices relative to holidays with pay shall be as prepared and established under the direction of the Personnel Board.

B. VACATIONS WITH PAY

(1) Regular full-time employees who have been in the continuous employ of the Town, as such, shall be paid their regular week's pay or portion thereof as vacation pay in accord with the following schedule:

6 months	as of July 1	1 week
1 year	as of July 1	2 weeks
10 years	as of July 1	3 weeks
20 years	as of July 1	4 weeks

(2) Vacations shall be granted by department heads at such time as, in their opinion, will cause the least interference with the performance of the regular work of the departments. Vacations must be taken in the year in which they are due, and shall not accumulate from year to year.

(3) If, in the opinion of the department head, there are unusual circumstances which warrant it, an employee may, upon request, continue at work and receive vacation pay in lieu of his vacation.

(4) In the event of termination of employment, which is caused through no fault of the employee, or by reason of retirement, the employee shall be paid, or be entitled to time off with pay, for any accumulated vacation prorated on the basis of service since the employee's preceding vacation. In the event of the death of an employee, any accumulated vacation pay shall be paid to his estate.

(5) Call personnel of the Fire Dapartment shall be entitled to take vacations on the above basis without loss of pay.

(6) Vacation administrative policies and practices shall be prepared and established under the direction of the Personnel Board.

C. SICK LEAVE

(1) All regular full-time employees shall be entitled to fifteen days' sick leave per year, accumulative for a period of five years' continuous service or a maximum of seventy-five days. Pay for each day of sick leave shall be at the rate of a regular days pay. Absences on account of sickness in excess of that authorized may, at the discretion of the department head and the Personnel Board, be charged to vacation leave. Sick leave shall be payable only in cases of bona fide illness or nonwork-connected accident.

(2) Employees who because of sickness or a nonwork-connected accident are absent for a period of more than two days shall be required to present a doctor's certificate to their department head stating reason and period of time the employee will be absent from his work. The above section is not to be construed by any employee or department head for time off for any sickness caused by over-indulgence in alcohol or narcotics or by his or her misconduct.

(3) Details as to sick leave administrative policies and practices shall be as prepared and established under the direction of the Personnel Board.

D. WORKMEN'S COMPENSATION

Present practices now followed by the Town related to Workmen's Compensation shall continue unchanged.

E. MILITARY LEAVE

An employee in full-time employment in the military reserve shall be paid the difference between compensation received while on reserve duty and regular compensation rates paid the employee by the Town. Such payment by the Town shall be limited to a period not to exceed two weeks in any twelve-month period and shall not include payment to members of the National Guard who may be mobilize during an emergency in the Commonwealth.

F. JURY DUTY

If an employee is called to jury duty, he shall receive an amount equal to the difference between his normal compensation and the amount (excluding any travel allowance) received from the court, upon presentation of evidence of the amount paid by the court.

SECTION 13. LEAVE OF ABSENCE

Leaves of absence for valid reasons may be granted by a department head, but shall be without compensation. Leaves of absence may not be granted to seek other employment.

Leaves of obsence of over three months' duration, except military leave, shall be considered a break in employment, and on return to work the employee shall have the status of a new employee unless an extension of leave beyond three months has been authorized by the Personnel Board.

SECTION 14. PERSONNEL BOARD

There shall be a Personnel Board to administer the Salary Administration Plan, said Board to be appointed by the Moderator, consisting of five voters other than employees of the Town or those regularly serving the Town in any elective or appointive capacity. They shall serve without compensation.

Future appointments shall be for three years. Any vacancies shall be filled by the Moderator. All members shall continue to hold office until their successors have been appointed and qualified. The Personnel Board may employ assistance and incur expenses as it deems necessary, subject to appropriation of funds therefor.

SECTION 15. DUTIES OF THE PERSONNEL BOARD

(a) The Personnel Board shall administer the Salary Administration Plan and shall establish such policies, procedures and regulations as it deems necessary for the administration of the Plan.

(b) The Board shall annually, in June, meet and organize by the choice of a Chairman and Clerk. A majority of the Board shall constitute a quorum for the transaction of business. The votes of the majority of all the members of the Board shall be necessary on any matter upon which it is authorized to or required to pass under the Salary Administration Plan.

(c) The Personnel Board shall have maintained records of all employees subject to this Plan, including therein such information as it deems desirable, such records to be kept by the Town Accountant, under the direction of the Board. Department heads shall furnish such information as shall be requested by the Board. The Town Accountant shall also check on matters covered by the Plan and shall bring any deviations to the attention of the Board prior to payment.

(d) The Personnel Board, from time to time, shall review the work of all positions subject to the Salary Administration Plan. The Personnel Board may tentatively add a new class to the Classification Schedule or reallocate an existing class to a different compensation grade, either higher or lower, subject to the subsequent ratification of its action by formal amendment of the Salary Administration Plan at the next annual town meeting.

(e) The Personnel Board shall, from time to time, review the Salary Schedule and administration policies of the Salary Administration Plan. It shall keep informed as to pay rates and policies outside the service of the Town, and shall recommend to the Town any action which it deems desirable to maintain a fair and equitable pay level.

(f) Upon recommendation of a department head, supported by evidence in writing of special reasons and exceptional circumstances satisfactory to the Personnel Board, said Board may authorize an entrance rate higher than the minimum rate for a position, and such other variances in the Salary Administration Plan as it may deem necessary for the proper functioning of the services of the Town, and to effectuate the basic intent of the Plan.

(g) The Personnel Board shall make an annual report to the Town, including recommendations on any matters related to the Plan which it feels should be considered by the Town.

SECTION 16. EMPLOYEES AND THE PERSONNEL BOARD

All employees shall have the right to request an appointment to confer with the Board on any matter which is of interest or concern to them and which is covered by the Salary Administration Plan. As a matter of courtesy to the department head, the employee shall notify him in advance of his desire to discuss the matter with the Board. One of the duties of the Board shall be to foster mutual understanding and goodwill with the personnel of the Town.

To facilitate this, if any employee should feel aggrieved by the operation of any provision of the Plan, he shall first discuss the matter with his department head, in a mutual effort to clear up any problems or misunderstanding.

If two weeks after such a conference, a satisfactory understanding and solution of the problem has not been reached, then either the department head or the employee may take the matter to the Board. The Board shall hear the parties not later than its next regular meeting. There shall be no discrimination or prejudice by any department head against any employee who may take a matter to the Board.

SECTION 17. AMENDMENT OF THE PLAN

The Salary Administration Plan may be amended in the same manner in which the Town by-laws may be amended; provided, however, that no amendment to the Plan shall be made until it has been presented by signed petition addressed to and submitted to the Personnel Board, and acted upon by the Board. Upon receipt of such a written petition, the Board, after giving the petitioners, the heads of departments and employees affected at least three days' written notice, shall hold a hearing of the parties interested to consider the proposed amendment. If the Personnel Board shall approve any such proposed amendment, it shall take the proper steps to bring the proposed amendment before the next annual town meeting for its consideration and action. If the Personnel Board shall disapprove any such proposed amendment, and failure to act thereon within fifteen days after the hearing shall be deemed disapproval, the petition may then be presented to the next annual town meeting for its consideration and action, if so desired. The Board of its own motion, after a similar hearing and/or conference with parties interested, may propose an amendment to the Plan.

SECTION 18. CIVIL SERVICE LAW

Nothing in this by-law, or in the Salary Administration Plan, shall be construed to conflict with Chapter 31 of the General Laws, which is the Chapter dealing with the Civil Service Laws.

SECTION 19. SEPARABILITY PROVISION

In the event that any provision of this by-law, or application thereof, shall be held to be invalid by the proper authorities, this shall not be construed to affect the validity of any other provision, or application thereof, of this by-law.

SECTION 20. POSITION CLASSES, SALARY, WAGE AND MISCELLANEOUS SCHEDULE

SCHEDULE A

Class	Title	Compensation Grade
	Weekly Group	
	Cemetery Superintendent	S-7
	Children's Librarian	S-5
	Fire Captain	S-8
	Fire Fighter	S-7
	Highway Superintendent	S-10
	Librarian	S-7
	Patrolman	S-7
	Police Chief	S-10
	Police Sergeant	S-8
	Town Accountant (part-time)	S-9
	Water Superintendent	S-10
	Clerical Group	
	Junior Clerk	S-1
	Library Assistant	S-2
	Secretary to Selectmen	S-4
	Senior Clerk	S-3
	Operating Group	
	Heavy Motor Equipment Operator	W-4
	Laborer	W-1
	Leadman	W-5
	Maintenance Craftswan	W-4
	Maintenance Man	W-3
	Motor Equipment Operator	W-3
	Skilled Laborer	W-2
	Superintendent of Insect Pest Control	W-3

SCHEDULE B

WEEKLY SALARY SCHEDULE

Compensation Grade		Min.	2	3	4	Max.
S-1	Hourly	$1.60	$1.70	$1.80	$1.90	$2.00
S-2	Hourly	1.80	1.90	2.00	2.10	2.20
S-3	Hourly	1.94	2.06	2.18	2.30	2.42
S-4	Hourly	2.15	2.28	2.41	2.54	2.67
S-5	Weekly	93.20	99.20	105.20	111.20	117.20
S-6	Weekly	105.00	110.53	116.35	122.47	128.92
S-7	Weekly	115.49	121.57	127.97	134.71	141.81
S-8	Weekly	127.06	133.75	140.79	148.20	156.00
S-9	Weekly	139.75	147.11	154.86	163.02	171.60
S-10	Weekly	153.75	161.83	170.35	179.32	188.76

SCHEDULE C

HOURLY WAGE SCHEDULE

Compensation Grade	Minimum	2	3	Maximum
W-1	$2.00	$2.14	$2.27	$2.40
W-2	2.13	2.26	2.41	2.57
W-3	2.35	2.50	2.66	2.82
W-4	2.58	2.75	2.93	3.12
W-5	2.79	3.01	3.23	3.45

SCHEDULE D. MISCELLANENOUS COMPENSATION SCHEDULE

GENERAL GROUP

Agent, Board of Health (part-time)	$100.00	(Annual)
Animal Inspector (p.t.)	150.00	(Annual)
Civil Defense Director (p.t.)	200.00	(Annual)
Clerk, Advisory Board (p.t.)	300.00	(Annual)
Clerk, Board of Appeals (p.t.)	250.00	(Annual)
Clerk, Board of Registrars (p.t.)	400.00	(Annual)

Custodian, Fay Library (p.t.)	900-1,000-1,125-1,250.00	(Annual)
Custodian, Fayville Village Hall (p.t)	$700-$800-$900-$1,000.00	(Annual)
Custodian, Town Hall (p.t.)	$700-$800-$900-$1,000.00	(Annual)
Dog Officer (p.t.)	400.00	(Annual)
Election Warden (p.t.)	2.00	(Hourly)
Election Worker (p.t.)	1.80	(Hourly)
Library Page (p.t.)	1.00-1.25	(Hourly)
Registrar of Voters (p.t.)	50.00	(Annual)
Slaughtering Inspector (p.t)	150.00	(Annual)
Town Counsel (p.t.)	Retainer 500.00	(Annual plus fees)
Veterans' Agent and Director of Veterans Services (p.t.)	900-1000-1100-1,200.00	(Annual)

PUBLIC SAFETY GROUP

Fire Dapartment

Fire Chief (p.t.)	$1,600-$1,700-$1,800-$1,900-$2,000.00	(Annual)
Call Deputy Fire Chief (p.t.)	500.00	(Annual)
Call Fire Captain (p.t.)	300.00	(Annual)
Call Fire Lieutenant (p.t.)	250.00	(Annual)
Call Fire Fighter (p.t.)	200.00	(Annual)
Radio Dispatcher (p.t.)	50.00	(Annual)

Brush and Forest Fire

Call Chief (p.t.)	2.40	(Hourly)
Other Call Officers (p.t.)	2.30	(Hourly)
Call Fire Fighters (p.t.)	2.20	(Hourly)

Police Department

Police Matron (p.t.)	2.00	(Hourly)
Reserve Patrolman (p.t.)	2.51-2.64-2.78-2.93	(Hourly)
Spare Patrolman (p.t.)	2.40	(Hourly)

It is recommended that the Town By-Laws be amended by substitution of new Salary Administration Plan as printed in the Warrant.

ARTICLE 11: To see if the Town will vote to raise such sums of money as may be necessary, for the Town's use, and make appropriations of the same, or do act anything in relation thereto.

(Proposed by the Board of Selectmen)

This article covers budgets for the operation of all Town Departments. Detailed recommendations are given as part of the Advisory Committee's Report in the front of this booklet.

ARTICLE 12: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Sixteen Thousand Two Hundred Eighty-Two and 10/100 Dollars ($16,282.10) to pay a portion of the expense of the Worcester County Retirement System, of which the Town is a member, and as required by the Worcester County Commissioners, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $16,282.10 be raised and appropriated.

ARTICLE 13: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of One Thousand Dollars ($1,000.-00) to be used to repair or replace Town property or equipment which has been destroyed or damaged as a result of accident or casualty, for which a third party is liable and for which the Town is entitled to be reimbursed for damages caused as a result of such accident or casualty, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $1,000.00 be transferred from Available Funds and appropriated.

ARTICLE 14: To see if the Town will vote to raise and apropriate or transfer from any of its available funds and appropriate the sum of Two Thousand Two Hundred Forty-three and 14/100 Dollars ($2,243.14) for the purpose of hiring Consulting Engineers, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recomended that the sum of $2,243.14 be transferred from Available Funds and appropriated.

ARTICLE 15: To see if the Town wil vote to raise and appropriate, or transfer from any of its available funds and appropriate, the sum of Seven Hundred Dollars ($700.00) to defray expenses of the Memorial Day Exercises on May 30, 1968. Observance exercises are to be under the auspices of the Bagley-Fay Post No. 161 American Legion, and Choate Post No. 3276 Veterans of Foreign Wars, or do or act anything in relation thereto.

(Proposed by the American Legion and
Veterans of Foreign Wars)

It is recommended that the sum of $700.00 be raised and appropriated.

ARTICLE 16: To see if the Town will vote to raise and appropriate or transfer from available funds and appropriate a sum of money to be deposited in the Stabilization Fund to be held and administered in accordance with the provisions of G.L. Chapter 40, Section 5B, or do or act anything in relation thereto.

(Proposed by the Advisory Committee)

A recommendation as to the sum to be transferred will be made at the Town Meeting.

ARTICLE 17: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Nine Thousand Five Hundred Dollars ($9,500.00) to be used for Chapter 81 Highways or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Supt't. of Streets)

It is recommended that the sum of $9,500.00 be raised and appropriated.

ARTICLE 18: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Thirteen Thousand Four Hundred and Seventy-five Dollars ($13,475.00) to be used for Chapter 81 Highways, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Sup't. of Streets)

It is recommended that the sum of $13,475.00 be transferred from Available Funds and appropriated.

ARTICLE 19: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Four Thousand Dollars (4,000.00) for Chapter 90 Construction, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Sup't. of Streets)

It is recommended that the sum of $4,000.00 be raised and appropriated.

ARTICLE 20: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Twelve Thousand Dollars ($12,000.00) for Chapter 90 Construction, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Sup't. of Streets)

It is recommended that the sum of $12,000.00 be transferred from Available Funds and appropriated.

ARTICLE 21: To see if the Town will vote to raise and appropriate or transfer from any of its available funds ($2,300.00) for Chapter 90 Maintenance or do or act any- and appropriate the sum of Twenty-three Hundred Dollars thing in relation thereto.

(Proposed by the Board of Selectmen and Superintendent of Streets)

It is recommended that the sum of $2,300.00 be raised and appropriated.

ARTICLE 22: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Forty-six Hundred Dollars ($4,-600.00)t o be used for Chapter 90 Maintenance, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Sup't. of Streets)

It is recommended that the sum of $4,600.00 be transferred from Available Funds and appropriated.

ARTICLE 23: To see if the Town will vote to raise and appropriate or transfer from any of its available funds and appropriate the sum of Four Thousand Five Hundred Dollars ($4,500.00) for Highway Equipment and Maintenance, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $4,500.00 be transferred from Available Funds and appropriated.

ARTICLE 24: To see if the Town will vote to accept the provisions of Chapter 616 of the Acts of 1967 relative to the obtaining of funds from the Commonwealth of Massa-

chusetts for the construction, alteration and maintenance of public ways and to accept such sums of money as may be payable thereunder or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the Town accept the provisions of Chapter 616 of the Acts of 1967.

ARTICLE 25: To see if the Town will vote for the purpose of erecting suitable buildings for the Highway Department to acquire by purchase or by gife or eminent domain or otherwise, the following described parcel of land owned by Eva Gulbankian:

Parcel "A"

Beginning at the northeast corner of the premises on the westerly side of Cordaville Road and at land of the Commonwealth of Massachusetts, thence, by the westerly side of said Cordaville Road S 02° 03' 00" E 141.52' to a corner at other land of Gulbankian, thence by said other land of Gulbankian N. 89° 53' 33" W. 156.16' to a corner at land of said Commonwealth of Massachusetts, thence, by said Commonwealth of Massachusetts land N. 00° 56' 31" W. 70.2' to a corner, thence, still by Said Commonwealth of Massachusetts land N. 65° 14' 29" E. 167.68' to the point of beginning. Said described parcel contains 16,482 sq. ft. and is shown as Parcel "A" on a plan entitled "Plan of Land in Southborough, Mass. owned by Eva Gulbankian, Scale 1"= 40', Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass."

Parcel "B"

Beginning at the northwest corner of the premises at a drill hole set in the corner of a stone wall and at land of Albert J. and Beatrice V. Philips and Harold M. and Margaret S. Fox, thence by said Fox land and said stonewall N. 88° 14' 42" E. 171.49' to a drill hole set in said wall,

thence still by land of said Fox and by said wall N. 79° 49' 13" E. 140.22' to a corner at land of the Commonwealth of Massachusetts, thence by said Commonwealth of Massachusetss land S. 09° 54' 51" E. 7.03' to a drill hole set in a stone bound, thence still by said Commonwealth of Massachusetts land S. 06° 04' 41" E. 87.45' to a stone bound, thence still by said Commonwealth of Massachusetts land S. 06° 33' 31" E. 100.00' to a stone bound, thence still by said Commonwealth of Massachusett land S. 34° 41' 08" W. 218.70' to a corner, thence still by said Commonwealth of Massachusetts land S. 20° 23' 31" E. 24.70' to a stone bound, thence still by said Commonwealth of Massachusetts land by a curve to the right with a radius of 1874.08', 31.00' to the point of tangency, thence still by Commonwealth of Massachusetts land N. 69° 21' 29" E. 111.50' to a corner, thence still by Commonwealth of Massachusetts land S. 06° 33' 31" E. 43.36' to an angle point, thence still by Commonwealth of Massachusetts land S. 00° 56' 31" E. 57.19' to a corner at other land of Gulbankian, thence by other land of said Gulbankian N. 89° 53' 33" W. 174.11' to a corner, thence still by other land of said Gulbankian N. 20° 23' 31" W. 66.82' to a corner, thence still by other land of said Gulbankian S. 78° 04' 04" W. 216.55' to a stake set in the wall at land of said Phillips, thence by said wall and land of said Philips N. 01° 33' 47" E. 138.135' to an angle point, thence still by said wall and land of said Phillips N. 11° 01' 40" E. 265.06' to the point of beginning. Said described parcel contains 3.11 acres and is shown as Parcel "B" on a plan entitled "Plan of Land in Southborough, Mass., owned by Eva Gulbankian, Scale 1"=40', Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass." together with any easements, rights and other interests which run with said land. And to raise and appropriate or to transfer from available funds the sum of Nine Thousand Eight Hundred Dollars ($9,800.00) therefor, Three Hundred Dollars ($300.-00) of which shall be reserved for payment of title examination and real estate taxes, or do or act anything in relation thereto.

(Proposed by the Town Housing Committee)

It is recommended that the Town purchase the Gulbankian land as described in the Article, and that $9,800.00 be transferred from Available Funds and appropriated to pay costs as described in the Article.

ARTICLE 26: To see if the Town will vote to raise and appropriate or transfer from available funds or by borrowing the sum of Sixty-five Thousand Dollars ($65,000.00) for the construction, architectural and engineering fees or other expenses incidental thereto to be used to erect a suitable building for the Highway Department, or do or act anything in relation thereto.

(Proposed by the Town Housing Committee)

It is recommended that the Town accept the provisions of this Article. A suitable building for the use of the Highway Department is badly needed. A recommendation for financing will be made at the Town Meeting.

ARTICLE 27: To see if the Town will vote to apply for membership in the Metropolitan Area Planning Council, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the Town apply for membership in the Metropolitan Area Planning Council.

ARTICLE 28: To see if the Town will raise and appropriate or transfer from its available or other funds, the sum of Two Hundred Dollars ($200.00) for membership dues in the Metropolitan Area Planning Council, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the sum of $200.00 be transferred from Available Funds and appropriated for membership dues in the Metropolitan Area Planning Council.

ARTICLE 29: To see if the Town will vote to create a Refuse Disposal Planning Committee consisting of three persons to be appointed by the Moderator, which Committee shall make a continuing study of the refuse problems in and for the Town of Southborough, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the Town create a Refuse Disposal Planning Committee as outlined in the Article.

ARTICLE 30: To see if the Town will vote to accept from the Executors of the Will of Margaret E. Leland a bequest of One Thousand ($1,000.00) Dollars or such other sum as may be available thereunder, which sum was bequeathed to the Fay Library, and to determine the manner in which any such sum so received shall be held and administered or expended, or do or act anything in relation thereto.

(Proposed by the Board of Library Trustees)
It is recommended that this bequest be accepted.

ARTICLE 31: To see if the Town will vote to accept from Flora B. Elton of Southborough a deed in fee of a certain parcel of land located westerly of Cordaville Road in Southborough, said land to be used for Cemetery purposes and described as follows:

Being Parcel "B" as shown on a Plan of Land entitled "Plan of Land in Southborough, Mass., owned by Flora B. Elton, Book 3542, Page 519, Scale 1"=40', December 29, 1967, Nashoba Survey Co., 55 Mechanic Street, Marlborough, Mass., John D. Costedio, (Reg. Land surveyor)", containing 11,900 square feet.

Said plan is on file in the Office of the Town Clerk, or do or act anything in relation thereto.

(Proposed by the Cemetery Commissioners)

It is recommended that land to be used for Cemetery purposes be accepted with thanks.

ARTICLE 32: To see if the Town will vote to amend Section IV of its rules and regulations governing the subdivision of land effective June 6, 1955 by adding at the end thereof as most recently amended, the following paragraph:

Shade Trees

1. Retention. Outside of the street lines, no trees over four (4) inch caliper shall be removed or have grade level underneath them altered more than six (6) inches until the Tree Warden and the Conservation Commission has been notified in writing and given one week to designate which trees are to be preserved, and the manner in which this is to be accomplished.

2. Placement. Unless in the opinion of the Board, existing shade trees are adequate, shade trees of two (2) inches caliper or more and of a variety acceptable to the Board shall be planted normally not more than forty (40) feet apart and equidistant from the sidewalk and edge of paved street (or about 2 feet from each), each in one-half (½) cubic yard of topsoil, or as recommended by the Tree Warden.

(Proposed by the Southboro Conservation Commission)

Due to insufficient information obtainable at time of printing, a recommendation will be made at Town Meeting.

ARTICLE 33: To see if the Town will vote to further amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough as adopted on June 6, 1955, as amended, by changing from Residence A to Industrial Park District the land situated in the Northborough Road area, bounded as follows:

On the north by the boundary line of the Town of Southborough and the City of Marlborough;

On the east by the westerly line of Jericho Hill Road and the westerly line of Northborough Road between Jericho Hill Road and the Metropolitan District Commission's aquaduct known as Stoney Brook;

On the south by the Metropolitan District Commission's aquaduct known as Stoney Brook;

And on the west by the Boundary line of the Town of Southborough and the City of Marlborough, or to do or act anything in relation thereto.

(Proposed by the Industrial Development Commission)

Due to lack of a clear property description at time of printing, it will be necessary to make recommendation at the Town Meeting.

ARTICLE 34: To see if the Town will vote to further amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough as adopted on June 6, 1955, as amended from time to time thereafter by changing from Industrial Park District to Residence A District, the land situated in the Tara Road area, bounded as follows:

On the north by a line parallel to and two hundred fifty (250) feet north of the northerly bound of Blackthorn Drive;

On the east by a line seven hundred fifty (750) feet from and paralell to the westerly line of Flagg Road and Love Lane;

On the south by a line parallel to and eight hundred fifty (850) feet from the southerly line of Blackthorn Drive; and

On the west by a line parallel to and one thousand one

hundred (1100) feet east of the easterly line of the land of the Commonwealth of Massachusetts known as Interstate Route 495; or do or act anything in relation thereto.

(Proposed by the Southborough
Industrial Deveolpment Commission)

Due to a controversy, unresolved at time of printing, a recommendation will be made at the Town Meeting.

ARTICLE 35: To see if the Town will vote to further amend Section III, Part 2 of the Zoning By-Laws of the Town of Southborough adopted on June 6, 1955, as amended from time to time thereafter by changing from Residence B Districe to a Business District:

The land situated on the southwesterly side of Framingham Road, bounded and described as follows:

Beginning at a point which is one thousand feet (1,000') southeasterly of the intersection of Cross Street and Framingham Road;

Thence southwesterly on a line 90 degrees to Framingham Road a distance of two hundred and fifty feet (250') to a point;

Thence northwesterly by a line running parallel to and two hundred and fifty feet (250') from the southwesterly side of Framingham Road to a point on the southerly side of Cross Street;

Thence easterly by the southerly side of Cross Street to Framingham Road;

Thence easterly by the southerly side of Cross Street to Framingham Road;

Thence southeasterly by the southwesterly side of Framingham Road one thousand feet (1,000') to the point of beginning, or do or act anything in relation thereto.

(Proposed by the Industrial Development Commission)

The Advisory Committee does NOT recommend proposed rezoning of this area.

ARTICLE 36: To see if the Town will vote to further amend Section III, paragraph 2 of its Zoning By-Laws, effective June 6, 1955, and as amended from time to time thereafter, by changing one section of the following described area from a Residence A District to a Research, Scientific and Professionel District:

The land in the northeast portion of the town bounded:

On the north by the Southborough and Marlborough boundary line;

On the east by the Southborough and Framingham boundary line;

On the south by a line parallel to and three thousand three hundred feet (3,300') south of the Southborough and Marlborough boundary;

On the west by the easterly shore of the Sudbury Resevoir of the Metropolitan District Commission;

or do or act anything in relation thereto.

(Proposed by the Industrial Development Commission)

At time of printing there were unanswered questions in regard to this rezoning. A recommendation will be made at the Town Meeting.

ARTICLE 37: To see if the Town will vote to appropriate a sum of money for the purpose of installing a 12-inch water main on Turnpike Road from Flagg Road easterly a distance of fourteen hundred feet (1400') and to determine whether said appropriation shall be raised by taxation or by transfer from available funds, or by borrowing or otherwise, and to instruct and authorize the Water Department in connection therewith, or do or act anything in relation thereto.

(Proposed by the Industrial Development Commission.)

It is recommended that the sum of $20,000.00 be transferred from Available Funds and appropriated and that this sum together with contribution to be made by Crandall & Hicke be devoted to installing 12 inch water main on Turnpike Rd. as described in the Article.

ARTICLE 38: To see if the Town will vote to accept from Ernest J. Capone, Olive L. Capone, George Capone, Ann Capone, Albert J. Capone and Celia C. Capone a conveyance of an easement for drainage purposes located on a parcel of land located on the westerly side of Boston Road in Southborough and bounded and described as follows:

Beginning at the northwest corner of the premises on the Southwesterly side of Boston Road and at land of Lamy and Hallisey, thence by the Southwesterly side of said Boston Road S. 26-29--56 E. 20.285' to a corner, thence S. 73-07-09 W. 139.03' to a corner on a curve at land of the New York, New Haven & Hartford Railroad Company, thence by said Railroad Company land on a curve to the right with a radius of 2831.93' 20.79' to a corner at land of said Lamy and Hallisey, thence by said Lamy and Hallisey land N. 73-07-09 E. 141.33' to the point of beginning. Said lot contains 2,803 square feet and is shown on a sketch by Nashoba Survey Co., Inc., dated June 6, 1966,

or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that conveyance of easement as described i nthe Article be accepted.

ARTICLE 39: To see if the Town will vote to accept the provisions of an act passed by the General Court in the year nineteen hundred and sixty-six, providing for the establishment of a regional school district by the City of Marlborough and the Towns of Berlin, Boylston, Hudson, Maynard, Northborough, Southborough and Westborough, and the construction, maintenance and operation of a regional vocational school by the said district in accordance with the provisions of a proposed agreement filed with the City Council of said City and the Selectmen of said Towns, which question will be presented for determination by vote on a printed ballot to be used at this meeting, said ballot being in the following form:

"Shall the Town of Southborough accept the provisions of an act passed by the General Court in the year nineteen hundred and sixty-six, providing for the establishment of a regional school district by the City of Marlborough and the Towns of Berlin, Boylston, Hudson, Maynard, Northborough, Southborough, and Westborough, and the construction, maintenance and operation of a regional vocational school by the said district in accordance with the provisions of a proposed agreement filed with the City Council of the said City and the Selectmen of said Towns?"

Yes..... No.....

or do or act in any way relative thereto.

(Proposed by Herbert H. Cobb, Eltie Kisser and John J. Farrell, Southborough representatives to The Assabet Valley Regional Vocational Technical High School Planning Board)

It is recommended that a favorable vote be cast to accept the provisions of an act providing a Regional Vocational School District, construction, etc. of a Regional Vocational School as described in the Article.

ARTICLE 40: To see if the Town will vote to raise and appropriate or to transfer from available funds the sum of One Thousand Dollars ($1,000.00) for the purpose of paying assessments levied or to be levied by the Assabet Valley Regional Vocational Technical High School District from March 1968 to March 1969, or do or act anything in relation thereto.

(Proposed by Herbert H. Cobb, Eltie Kiser and John J. Farrell, Southborough representatives to the Assabet Valley Regional Vocational Technical High School Planning Board)

It is recommended that the sum of $1,000.00 be transferred from Available Funds and appropriated to pay assessment as described in the Article.

ARTICLE 41: To see if the Town will vote, for the purpose of preparing plans, specifications, and cost estimates for constructing, furnishing, and equipping such elementary school buildings and facilities as are recommended by the School Study Committee established by vote taken under ARTICLE 33 of the Warant for the Annual Town Meeting of March 1959, as amended by vote taken under ARTICLE VII of the Warrant for the Special Town Meeting of December 11, 1961 and to grant authority to any person or committees to enter into contracts for such purposes; and to appropriate the sum of Eighty Thousand ($80,000.00) Dollars—a sum of money therefor, and to determine how such appropriation shall be raised, whether by transfer from available funds, by borrowing, or otherwise, and to do or act anything in relation thereto.

(Proposed by the Southboro School Study Committee)

It is recommended that the Town approve the proposal of the School Study Committee as described in this Article. Details of the financing will be recommended at the Town Meeting.

ARTICLE 42: To see if the Town will vote to accept and reestablish as a town way, under the provisions of Chapter 82 of the General Laws a portion of Richards Road, westerly of Cordaville Road and easterly of Parkerville Road, as laid out, altered and relocated by the Selectmen in accordance with the measurements and boundaries as shown on a plan entitled "Southborough Plan of Proposed Alteration of Richards Road, Southborough, Mass., Scale 1"=40', dated December 28, 1967, W. B. Brown, Civil Engineer, Grafton, Mass.," which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that the Town accept the relocation of Richards Rd. as described in the Article.

ARTICLE 43: To see if the Town will vote for the purpose of widening, relocating or otherwise improve Richards Road, to acquire by gife, purchase or eminent domain or otherwise the following described parcel of land or of any easements, rights or other interest therein.

Beginning at a granite bound on the northerly side of Richards Road at land of the Mass. Turnpike Authority, thence S. 73° 47' 30" E. 114.46 feet, thence S. 68° 53' 17" E. 415.42 feet, thence S. 78° 07' 30" E. 580.00 feet, thence S. 88° 05' 53" E. 398.69 feet, thence N. 83° 48' 30" E. 268.00 feet more or less to land of the Roman Catholic Bishop of Worcester, thence westerly by the northerly line of the old layout of Richards Road 1,775 feet more or less to land of the Mass. Turnpike Authority, thence northerly 12 feet more or less to the point of beginning. Containing 25,952 square feet of land more or less.

And further vote to raise and appropriate or transfer from any of its available funds, or borrow and appropriate a sum of money therefor or otherwise, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that land for rearrangement of Richard Rd. as described in the Article, be obtained, and that the amount of $3,500.00 be transferred from Available Funds and appropriated to cover cost of same.

ARTICLE 44: To see if the Town will vote to raise and appropriate, or transfer from available funds or to borrow and appropriate Forty-four Thousand Dollars ($$44,000.00) for the purpose of relocating and reconstructing Richards Road, installation of a sidewalk from Cordaville Road to Bryden Road, and the installation of 17,500 feet of water main, hydrants and services to the curb to the Mary E. Finn School, and that the said sum shall be expended under the supervision of the Selectmen and Water Commissioners as follows:

Road and sidewalk construction	$29,000.00
Water construction	15,000.00

or do or act anything in relation thereto.

(Proposed by the Board of Selectmen and Water Commissioners)

It is recommended that the Town approve the Richards Rd. relocation and reconstruction and the installation of water mains as described in the Article. It is further recommended that the sum of $44,000.00, divided as described in the Article, be transferred from Available Funds and appropriated to pay cost of this work.

ARTICLE 45: To see if the Town will vote to raise and appropriate, or transfer from any of its available funds and appropriate, such sums of money as may be necessary to prepare, publish and cause to be printed an official list of the real and personal estates in the Town liable to taxation, said list to contain the names of the owners, arranged alphabetically, the location and a brief description of the property and its value as determined by the Assessors, and the local tax assessed in the year 1968, printed copies of said list to

be distributed by the Town Clerk to all who request the same, all as required by Article VI, Section I of the Town By-Laws, and to determine whether or not a charge shall be made for each such copy distributed, and if so, to determine the amount of such charge, or do or act anything in relation thereto.

(Proposed by Edward Orzeck and thirty-two others)

A recommendation will be made at the Town Meeting. Complete data not available at time of printing.

ARTICLE 46: To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned Street, known as McNeil Drive, located off the easterly side of Latisquama Road, as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan of Acceptance of McNeil Drive, Southborough, Mass., Scale 1"=40', January 10, 1968, Nashoba Survey Company, 55 Mechanic Street, Marlborough, Mass." which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

(Proposed by John A. Bartolini, Trustee of the B & B Realty Trust)

It is recommended that this street be accepted.

ARTICLE 47: To see if the Town will vote to accept and establish as a Town Way, under the provisions of Chapter 82 of the General Laws a privately owned street known as Birchwood Drive, located off the northeasterly side of Latisquama Road, as laid out by the Selectmen and according to the boundaries and measurement as shown on a plan entitled "Plan of Acceptance of Birchwood Drive in Southborough, Mass., Scale 1"=40', dated January 9, 1968, Nashoba Survey Company, 55 Mechanic Street, Marlborough, Mass." which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

(Proposed by John A. Bartolini, Trustee of B &B Realty Trust

It is recommended that this street be accepted.

ARTICLE 48: To see if the Town will vote to accept as a public way, the private way now known as Hilltop Drive, as laid out by the Selectmen and in accordance with the plan and layout on file in the Office of the Town Clerk, which proposed street runs in an easterly direction about four hundred feet from the easterly side of Oak Hill Road, or do or act anything in relation thereto.

(Proposed by Francis J. Mutter, Edward V. Chaput, Warren L. Preble, Robert E. Vail and John Wojnar)

It is NOT recommended that this street be accepted at this time.

ARTICLE 49: To see if the Town will vote to accept from Donald and Jean Dezarn and five others, instruments conveying to the Town easements, fees or other interests in several parcels of land lying on both sides of Hilltop Drive, a private way, running easterly from Oak Hill Road in Fayville, said parcels containing a total of about 12,880 square feet of land extending about four hundred feet easterly from said Oak Hill Road and more particularly described in conveyances from said Dezarns and others, now on file in the Office of the Town Clerk, said parcels being shown as "Hilltop Drive" on a plan of land entitled "Plan of Acceptance of Hilltop Drive" in Southborough, Mass." which plan is also on file in the office of the Town Clerk, or do or act anything in relation thereto.

(Proposed by Francis J. Mutter, Edward V. Chaput, Warren L. Preble, Robert E. Vail and John Wojnar)

It is NOT recommended that this Article be approved.

AR8ICLE 50: To see if the Town will vote to accept and reestablish as a Town Way under the provisions of Chapter 82 of the General Laws a portion of Clemmens Street and Nichols Street as laid out altered and relocated by the Selectmen in accordance with the measurements and boundaries as shown on a plan entitled "Southborough Plan of Proposed Alteration of Nichols Street and a portion of Clemons Street, Scale 1"=40 feet, November 7, 1966, W. B. Brown, Civil Eng., Grafton, Mass." which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto. (Proposed by the Board of Selectmen)

It is recommended that this Article be approved.

ARTICLE 51: To see if the Town will vote to accept from Jefts G. Beede, et ux, William M. Jackson et ux, Robert A. Lebewohl et al and Frank C. Chiavarini, deeds of release conveying to the Town easements, fees, slope easements and other interests in parcels of land abutting Clemmons and Nichols Street for the purpose of widening, relocating and altering said streets as shown on the following entitled plans:

"Southborough Plan of Proposed Alteration of Nichols Street and a portion of Clemmons Street, Scale 1"=40', dated November 7, 1966, W.B. Brown Civil Eng., Grafton, Mass." ?

"Southborough Plan of Proposed Alteration at Nichols Street and Pine Hill Road, Scale 1"=40', dated November 7, 1966, W. B. Brown Civil Eng., Grafton, Mass.

"Southborough Plan of Proposed Alteration at intersection of Clemmons St. and Nichols St., Scale 1 in.=40', dated Nov. 7, 1966, W. B. Brown, Civil Eng., Grafton, Mass.

Said deeds of release together with said plans being on file in the office of the Town Clerk, or do or act anything in relation thereto.

(Proposed by the Board of Selectmen)

It is recommended that this Article be approved.

ARTICLE 52: To see if the Town will vote to accept and establish as a Town Way under the provisions of Chapter 82 of the General Laws a privately owned street, known as General Henry Knox Street, located between Middle Road and Parkerville Road, as laid out by the Selectmen and according to the boundaries and measurements as shown on a plan entitled "Plan and Profile, General Henry Knox Street, Southborough, Mass., Scale 1"=40', February 1966, Survey by Colburn Engineering, Natick, Mass." which plan and layout are on file in the office of the Town Clerk, or do or act anything in relation thereto.

(Proposed by Andrew J. Lane, Trustee of Country Estates Realty Trust)

It is NOT recommended that this Article be approved.

ARTICLE 53: To see what action the Town will vote to take to determine the exact location of both termini of Valley Road and to raise and appropriate or transfer from any of its available funds, and appropriate such sums of money as may be required therefor, or to vote to apply any other funds which may be available therefor, or do or act anything in relation thereto.

(Proposed by Alfred W. Howes and thirty-one others)

It is recommended that the Town does NOT vote to perform the requested verifications.

ARTICLE 54: To see if the Town will grant to American Telephone and Telegraph Company an easement twenty feet wide, parallel with and adjacent to the easterly property line of a tract of land purchased by the Town of Southborough, known as the Deerfoot Property, for the installation and maintenance of a buried coaxial cable, and to authorize the Selectmen to take such action and execute and deliver

such documents as are necessary in connection therewith, or act in any manner relating thereto. This tract, as well as the route of this buried cable, is shown on a plan attached hereto, titled "American Telephone & Telegraph Co. proposed buried cable crossing property of Town of Southborough, Worcester County, State of Mass.," dated April 28, 1967.

(Proposed by the American Telephone and Tel. Co., Webster, Mass.)

Due to a question involving location of this proposed easement at time of printing, a recommendation will be made at the Town Meeting.

And to notify the Inhabitants of the First Precinct of the said Town of Southborough, qualified to vote in elections to meet in the Town House in said Southborough, and the Inhabitants of the Second Precinct of said Town to meet in the new Southville Fire Station, on

Monday, March 18 1968

then and there at those places to bring in their votes to the Election Officers at the respective Precincts, for Moderator, for a term of one year, for Town Treasurer, for a term of one year, for Town Collector, for a term of three years, for one member of the Board of Selectmen, for a term of three years, for one member of the Board of Assessors, for a term of three years,, for one member of the Board of Assessors, for a term of two years, for one member of the Board of Public Welfare, for a term of three years, for one member of the School Committee for a term of three years, for one member of the Board of Health, for a term of three years, for one member of the Board of Water Commissioners, for a term of three years, for two members of the Board of Library Trustees, for a term of three years, for one member of the Board of Library Trustees, for a term of one year, for one member of the Board of Cemetery Commissioners, for a term

of three years, for one member of the Planning Board, for a term of five years, for one member of the Planning Board, for a term of two years.

The Polls in each precinct will be open at eight o'clock in the morning and will be closed at eight o'clock in the evening of said day.

And you are to give notice hereof by posting true and attested copies of the Warrant at the Town Hall, Fayville Village Hall, Central Fire Station, Southville Fire Station, Southborough News Shop, Central Street Market, Ramelli's Market, Southboro Drug Store, Holmes Variety Store, Fitzgerald's Store, Lincoln's Store, and Turnpike Food and Liquor Mart, seven days at least, before the time appointed for such meeting.

Given under our hand this thirty-first day of January 1968, in the year of Our Lord, One Thousand Nine Hundred and Sixty-eight, and in the One Hundred Ninety-second year of the Independence of the United States of America.

Attest:

FRANCIS J. MATTIOLI, Constable

ARHUR J. ST. MAURICE,
Chairman
LOUIS J. BARTOLINI
CHARLES B. SWARTWOOD III
Board of Selectmen of the Town
of Southborough, Massachusetts

ANNUAL REPORT

of the

Northboro-Southboro Regional School District

For the Year Ending
December 31, 1968

ANNUAL REPORT

of the

Northboro-Southboro Regional School District

For the Year Ending
December 31, 1968

PERSONNEL

THE SCHOOL COMMITTEE

S Dr. Richard A. Hallisey, Chairman	Term expires 1970
S Mr. Herbert L. Cobb, Vice Chairman	Term expires 1970
S Mrs. Janice A. Fletcher, Secretary	Term expires 1971
Mr. William S. Brower, Jr.	Term expires 1970
S Mr. George W. Coleman	Term expires 1969
Mr. Kinley K. Herboldsheimer	Term expires 1971
Mr. Charles R. Hinckley	Term expires 1969
Mr. Eugene B. Pelkey	Term expires 1969
S Mr. Richard T. Tebbetts	Term expires 1969
Mr. George L. Traynor, Jr.	Term expires 1969

The School Committee meets in the Algonquin Regional High School on the second Wednesday of each month at 7:30 P.M.

Superintendent of Schools

ROGER K. POOLE, ED.M.

Associate Superintendent of Schools

HERBERT C. GEELE, M.ED., C.A.G.S.

Mrs. Elizabeth J. Dahlin, Secretary to Superintendent of Schools
Mrs. Helen P. Kaminski, Financial Secretary
Mrs. Dorothy M. Donnelly, Payroll Secretary

Business Office: Algonquin Regional High School
Bartlett Street, Northborough, Mass. 01532

Office Hours: 8:30 to 4:30

Telephones: Northborough 393-2478
Southborough 485-7949

FACULTY OF ALGONQUIN REGIONAL HIGH SCHOOL

Mr. James A. Higgiston, B.S. (Notre Dame) Ed.M., C.A.G.S. (Boston Univ.) — Principal

Mr. Barry B. Lutender, B.A. (Columbia College); M.A. (Columbia University) — Vice Principal

Mr. Loren Barrows, B.S. (Bridgewater S.C.); M.Ed. (Worc. S.C.) — English

Mr. Robert W. Boberg, B.S. (Boston College) — English and Reading

Mr. John L. Brouillard, A.B. (Holy Cross College); M.A. (Clark University) — Mathematics

Mrs. Louise Brunzell, B.S. Ed. (Worc. S.C.); M.A.T. (Assumption Coll.) — Social Studies

Mrs. Joan K. Carlson, B.S. (Univ. of Mass.) — Science

Mrs. Virginia S. Cortes, B.A. (San Francisco S.C.); M.A. (Stanford University) — Foreign Languages

Mr. Neil R. Cronin, B.S.Ed. (Worc. S.C.) — English

Miss Mary E. Donahue, B.S. Ed., M.S. Ed. (Bridgewater S.C.) — English Dept. Head

Mr. Robert O. Dupuis, B.A., M.A. (Assumption College) — Foreign Languages

Miss Rose A. Farese, B.S., M.C.S. (Boston Univ.) — Business Dept. Head

Mrs. Joan M. Foley, A.B. (Regis College); M.A. (Northeastern University) — English

Mr. Michael L. Foley, B.S.Ed. (Worc. S.C.) — Mathematics

Mr. John M. Freeman, B.S.Ed. (Fitchburg S.C.) — Industrial Arts

Mrs. Virginia Gallant, B.A. (Stetson University) — English and Social Studies

Mr. Gerard A. Galligan, A.B. (Catholic U. of America); A.M. (Univ. of Rome); S.T.L. (Cath. U. of America) — Foreign Languages

Miss Marie-Louise Gauthier, B.S. Bus. Ed. (Salem S.C.) — Business

Mr. Richard G. Geoffrion, B.A., M.A. (Assumption Coll.) — Foreign Languages

Mr. George W. Hamilton, A.B. (Bates Coll.); A.M., C.A.G.S. (Boston Univ.) — Social Studies Dept. Head

Mr. Russell F. Harris, A.B. (Tufts Univ.) — Mathematics

Mr. William C. Hayes, A.B. (Bates Coll.); M.A., Ed.M. (Northeastern Univ.) — Social Studies

Mrs. Eleanor M. Hubbard, A.B. (Wheaton Coll.); M.Ed. (Worc. S.C.) — English

Mr. Robert A. Kennerly, S.B. (Harvard Coll.); Ed. M. (Boston Univ.) — Science Dept. Head

Mr. Charles A. Lindberg, A.B. (Clark University); Ed.M. (Worcester S.C.) — Social Studies

Mrs. Patricia A. Lynch, B.S. (Framingham S.C.) — Home Economics

Mr. Irwin B. Macklow, B.S. Ed. (Worc. S.C.); A.M. (Clark Univ.) — Social Studies

Mr. Donald E. MacQueen, B.A., M.A. (Adrian Coll.) — Foreign Languages

Mr. Warren F. Maddox, B.S.Ed. (Fitchburg S.C.); M.Ed. (Boston S.C.) — Industrial Arts Dept. Head

Mr. Joseph P. McDermott, A.B. (Harvard Univ.); M.Ed. (Boston Univ.) — Mathematics Dept. Head

Mr. Lawrence R. McKinley, B.S. (Northeastern Univ.); Ed.M. (Boston Univ.) — Business

Mr. Robert H. McMenemy, Jr., B.S. Ed. (North Adams State College) — Science

Mr. Arthur C. Murdock, A.B. (Clark Univ.); M.Ed. (Worc. S.C.) — Science

Miss Margaret A. Noe, B.S. (Framingham S. C.) — Home Economics

Mr. Andrew K. O'Keefe, B.S. (Clark University) — Mathematics

Mr. John M. O'Toole, B.A. (Worcester S. C.) — Social Studies

Mr. Frederic R. Philcox, B.S.Ed. (Worc. S.C.); M.A.T. (Harvard Univ.) — English

Mr. Walter T. Pulsifer, A.B. (Univ. of N.H.); Ed. M. (Harvard Univ.) — Social Studies

Mrs. M. Pauline Ruane, A.B. (Emmanuel Coll.); M.A. (Boston Univ.) — Science

Mr. Paul C. Schlickmann, B.S.S. (Fairfield Univ.) — English

Mr. Robert J. Seymour, B.A. (St. Anselm's College) — Science

Miss Mary S. Steiner, B.A. (St. Joseph's College) — English

Mr. Edward J. Sullivan, B.S. (St. Bonaventure); M.Ed. (Worc. S.C.) — Science

Mr. Robert R. Sweet, B.S. Ed. (Fitchburg S.C.) — Industrial Arts

Mrs. Regina A. Swoope, B.A., M.Ed. (University of Delaware) — Mathematics

Miss Marjorie D. Taft, (Bay Path Institute) — Business

Mr. John P. Wallace, A.B. (St. Anselm's Coll.); M.S. (John Carroll Univ.) — Science

Mr. E. Sohier Welch, Jr., A.B. (Harvard College) — Science

Miss Janet M. Wesson, B.A. (Rivier College); M.A.Ed. (Clark University) — Foreign Languages

Mr. Ralph W. Whitcomb, Jr., B.S. (Univ. of Mass.); A.M. (Boston Univ.) — Mathematics

Special Subject Teachers

Miss Susan L. Allen, B.S. Ed. (Northeastern Univ.); M.A. (Michigan State University) — Girls Phys. Education

Mrs. Alexandria Bowen, B.F.A. (Mt. Allison Univ.); M.Ed. (Worc. S.C.) — Crafts and Art Appreciation

Mr. John K. Carlow, B.A., M.A., (Tufts Univ.) — Guidance Director

Mr. John P. Clark, B.S., M.Ed. (Boston University) — Phys. Education Dept. Head

Mr. Paul F. Cronin, B.S. (Northeastern University) — Boys Phys. Education

Mr. Francis R. Currie, A.B. (Bowdoin Coll.); M.S. (Simmons Coll.) — Librarian

Mrs. Annabelle R. MacLeod, B.S. (Simmons Coll.); Ed.M. (Boston Univ.) — Girls' Phys. Ed.

Mrs. Monica M. Rankin, B.A. (Emmanuel College) — Art

Mr. James G. Scott, Jr., B.M., M.M. (Boston Univ.) — Instrumental Music

Mr. David J. Tobin, B.S.Ed. (Worcester S. C.); M.A.Ed. (Clark University); P.D.E. (Univ. of Conn.) — Guidance Counsellor

Mr. Anthony J. Volpe, B.M., M. of Music Ed. (Boston Univ. Coll. of Music.) — Vocal Music

Mrs. Jean H. Woodhead, B.S.Ed., M.Ed. (Boston Univ.) — Guidance Counsellor

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Secretarial Staff

Mrs. Avis V. Pasco, Secretary to Principal
Mrs. Jesse M. Morin
Mrs. Eleanor F. Browning
Mrs. Agnes H. Batcheller, Library
Mrs. Rita I. Cenik, Guidance

School Nurse

Mrs. Phyllis L. Rich, R.N.

School Physician

Fred M. Pierce, Jr., M.D.

Cafeteria Manager

Mrs. Eleanor L. Dando

Custodial Staff

Myron T. Johnson, Head Custodian
Louis C. Muchi, Ass't. Head Custodian
Clifton W. Brewer, Fireman
Frederick R. Lamb
Joseph Molnar

ANNUAL REPORT OF THE SCHOOL COMMITTEE

To the Citizens of Northborough and Southborough:

In this, our tenth annual report to the citizens of the communities of Northborough and Southborough, it might be well to review the philosophy of your School Committee, as it interprets the views of the voters of the two communities. All decisions of your School Committee are based on the ideals of providing a broad, continuous high quality of education of our students.

Many serious problems confronted the Committee during the year 1968-69. Some of the more important will be discussed in this report.

Long range planning in the initial developmental stages by the architects, the administration, and the School Committee allowed for the new addition to be constructed with only minor alterations in the existing structure. The two million two hundred thousand dollar cost for the addition combined with the two million four hundred thousand dollar cost for the initial structure represents a total cost of four million six hundred thousand dollars. The present replacement value of the school would be in the area of seven to eight million dollars. The opening of the addition in September 1969 will give us much needed space to enlarge the scope of the curriculum in many areas. New additions to the program of studies will include elective courses in journalism, drama, speech, psychology, sociology, anthropology, and calculus. The library has been doubled in size and expanded in reading material. The Business Education Department is currently offering a new course in the use of I.B.M. key punch and sorter equipment.

Collective bargaining with the Algonquin Regional Teachers' Association was conducted in a most professional and congenial manner. During the course of negotiations, many non-financial areas were discussed and mutually helpful conclusions were reached. This form of communication has resulted in a better understanding which will make Algonquin a better school. A salary schedule was arrived at which should maintain our system at the same position, relative to all schools in Massachusetts, that we have held over the past decade. The State minimum salary, the collective bargaining statute, and the active negotiating by the Massachusetts Teachers Association has had and will continue to have a major impact on the budgets of all school systems.

The Willis-Harrington Act, and the present and predicted future policies of the State Department of Education, are exerting considerable pressures on small communities such as ours to regionalize kindergarten through twelfth grade. Present State laws compel us to preserve some evidence of plans for regionalization in 1969. A subcommittee of your School Committee is presently conducting a detailed study of the advantages and disadvantages of complete regionalization. There is a possibility that in the near future our Committee will present to the voters at special town meetings our recommendations, favorable or unfavorable, for complete regional consolidation. No matter what conclusions the Committee reaches, this issue is of sufficient importance that the voters should have the ultimate right to approve or reject the matter.

The present high quality of education offered at Algonquin is the result of continued, tireless efforts by our administrators and teaching faculty. Our teaching staff is a veteran group of professionals who are proud to be a part of the Algonquin community. You, the taxpayer, have had considerable financial sacrifices to make this success possible.

To all these groups — administrators, teaching staff, and taxpayer — we express our sincere thanks.

Respectfully submitted,

Richard A. Hallisey, Chairman
Herbert L. Cobb, Vice Chairman
Janice A. Fletcher, Secretary
William S. Brower, Jr.
George W. Coleman
Kinley K. Herboldsheimer
Charles R. Hinckley
Eugene B. Pelkey
Richard T. Tebbetts
George L. Traynor, Jr.

REPORT OF THE SUPERINTENDENT OF SCHOOLS

As this report is written, Algonquin Regional High School is well toward the end of its tenth year. Very few people in its service community, and certainly none of those who have been closely associated with its operation during its first decade, would disagree with the conclusion that the establishment of a regional high school has been the most significant event in the educational history of the two communities. Both communities have realized substantial financial advantage and overwhelming educational advantage in relation to the high school education of their youth as a result of this progressive utilization of the principle of cooperation. Under no stretch of the imagination could the old Northborough and Peters High Schools have produced the opportunities for the development of our young people which are inherent in the Algonquin program. To offer a curriculum including even the minimum essentials for a college preparatory program would have been financially prohibitive and educationally next to impossible in the two former small institutions. To offer comparable curricular opportunity to terminal or non-college-bound students would not even have been attempted. Only in a consolidated situation like Algonquin is it possible for small communities to offer the physical resources of shops, laboratories, and athletic facilities which a regional organization makes possible through the distribution of the cost factor over a relatively large number of students. In similar fashion, special pupil personnel services are economically feasible only in a situation where costs can be broadly distributed without producing a significant effect on the per pupil cost of instruction. The educational truth remains that at least as far as secondary schools are concerned, optimum conditions can prevail only where the size of the school is relatively large.

In addition to the inherent strengths of the regional high school versus small separate high schools, there was a psychological factor involved in the establishment of Algonquin which has played a large and useful part and which should not be overlooked. The opportunity to wipe the slate clean of all the many handicaps of traditional thinking which surround an institution of many years standing, and to begin from scratch in planning both facilities and program presented a thrilling challenge to those of us who participated in the planning process. The first regional school committee was under a strong mandate from the two communities, and from the implications of the concept of regionalization, to take those steps which would insure the attraction of significantly strong and experienced teachers to lead the academic departments in the new school. This responsibility was discharged with credit, and the nucleus of the present capable and veteran faculty was hired without any consideration other than their potential instructional strength. Our citizens can derive justifiable satisfaction from the fact that the ugly specter of political appointment of teachers has never been a factor here.

Thanks to the relatively high social and personal standards of the young people of our communities, the physical plant was still in excellent condition at the time when the large addition came about. Credit for this situation properly goes both to the student body and to the sensitive and skillful management of the problem of discipline by the principal.

The school faced a cross-roads two years ago when it reached its capacity limit. A major addition to its facilities became necessary as predicted at the time of its inception. Once again the planning proceeded unhampered by any considerations other than those which were deemed to be in the long range interests of quality educational service for all teenage youth. We were indeed fortunate that the original educational planning and structural execution was of such quality that the school could be expanded rather than rejected as obsolete, thereby necessitating the construction of a totally new facility as so many other communities have felt obliged to do. With the opening of the complete resources of the new and larger Algonquin next September, the citizens of the two communities can take earned satisfaction in the realization that the high school plant will provide in generous measure all proper facilities for a broad and flexible curriculum aimed at serving the needs of all our

young people in the way that only a comprehensive general high school can do adequately.

As a result of the so-called Willis-Harrington Act, passed by the State legislature two or three years ago, the towns of Northborough and Southborough will inevitably be faced by a policy decision which in its way may turn out to be as significant in the educational history of the communities as was the original decision to establish a regional high school. Reference is made here to the possible consolidation of the entire Northborough and Southbrough public school systems from kindergarten through high school graduation into a single educational unit. The Willis-Harrington legislation places a strong mandate on the Massachusetts Department of Education to bring about by some means, persuasive or compulsory, a consolidation of small school systems wherever they exist in small communities throughout the State to the end that the over-all efficiency of educational services may be enhanced and the cost kept at the lowest possible level consistent with good quality education. The Department of Education referred the development of policy in this connection to a task force which studied the problem for some time, and reported back to the State Board of Education a suggested program which it is currently implementing. The key recommendation of the task force was the principle that there must be at least two thousand children under the direct jurisdiction of each school committee if the educational program of that school committee is to be both educationally and economically efficient. The Department of Education has endorsed this principle and is currently taking steps to bring about consolidation of small school systems through the extension of regional school distirct organization. To be specific, it is the intent of the Department of Education to bring about, through persuasion, or mandate if necessary, the consolidation of small school systems into regional school districts embracing not only grades nine through twelve but also grades kindergarten through eight. The legislature has given to the Board of Education the necessary authoritative power to bring this result about. Up until now the State Department of Education has been relying on certain inherent financial advantages in kindergarten through twelve regional consolidation to motivate action in this regard by the small towns which fall within the scope of this legislation. We have every reason to believe, however, that should the persuasive approach fail, the Department of Education can enforce its policy by compulsory means.

Certain inherent financial advantages in the kindergarten through twelve regionalization program have been referred to. Let us attempt to clarify these factors in detail. The legislature has provided an incentive to regionalization through its State reimbursement program for the capital costs of new buildings. For example, the town of Northborough qualifies for 50% State aid on any local school buildings it constructs. Under kindergarten through twelve regionalization, that percentage of State reimbursement would be increased to 65%. In a similar way, the town of Southborough receives slightly more than 40% reimbursement on local school buildings. It, too, would be eligible for 65% reimbursement were it under a kindergarten through twelve regionalization. Considering present high construction costs, this is a not inconsiderable saving.

The second financial benefit of regional consolidation lies in the State policy with regard to transportation reimbursements. Under regional auspices, the total school bus transportation bill, with only trifling exceptions, is reimbursed from the State treasury. In a local school situation, a substantial portion of the total transportation expenses is actually borne by the local communities with the State contributing the majority of the cost.

The third financial benefit lies in an incentive reimbursement policy to towns which have joined a regional organization. In addition to the basic State aid to public education in the towns and cities under Chapter 70 of the General Laws, participants in a regional district receive a bonus of 15% of the regular reimbursement in addition. There is current legislation on file which will, if passed, raise this incentive factor from 15% to 25% for regional participants. So much for the financial advantages.

Let us now examine briefly the educational advantages. These would be substantial for small school systems which were operating completely independently for much the same reasons that our towns have profited educationally from the establishment of Algonquin at the high school level. However, let it be said that, through voluntary cooperation on the part of the elected school committees for Northborough and Southborough over many years, coupled with consistent administrative effort to realize these advantages, most if not all of the educational advantages of kindergarten through twelve regional consolidation are in fact present in our present organizational structure and practice. We are, in fact, a highly unified educational system.

It is true, of course, that it would be possible for future school committees, through lack of vision or understanding, to nullify these advantages through changes in their routine policies of operation, while under regional structure these advantages would be automatically assured.

At some time in the not too distant future it would seem that the towns of Northborough and Southborough should face the alternatives open to them with regard to complete regionalization by formal action of the towns in town meeting assembled. It would seem that the towns have a right to look to their elected school committees for guidance as to whether or not complete regionalization should be undertaken. To this end our regional school committee has set up a subcommittee to study this matter in depth and to report back to the school committee as a whole on their recommendations. It is both possible and probable that the ultimate decision made by our community at large on this matter will have significant effect on the long range welfare of the Northborough and Southborough public schools.

In closing this report I would state publicly my respect and appreciation for the stimulation and inspiration which the fine veteran faculty at Algonquin provides for all our young people who really wish to take maximum advantage of the educational opportunities offered to them. May I also commend the custodial staff for its fine morale and painstaking care of the physical plant.

Respectfully submitted,

Roger K. Poole

Superintendent of Schools

REPORT OF THE SCHOOL PRINCIPAL

January 13, 1969

Mr. Roger K. Poole
Superintendent of Schools
Northborough-Southborough Regional School District

Dear Mr. Poole:

As the Algonquin administrator, I hereby submit my tenth annual report — it is for the year Nineteen Hundred and Sixty Eight.

ENROLLMENT

Our September 1968 registration for the current school year was nine hundred and twenty-four students.

We anticipate a graduating class in June 1969 of approximately one hundred and seventy students. As this class moves out, an entering freshman class for September 1969 will total approximately three hundred in number. Thus, our new school plant is scheduled to be in readiness for an opening day enrollment of approximately one thousand high school students.

PLANT

With a steady growth in student, staff and curriculum offering, classroom space was at a definite premium throughout the calendar year. Construction has been continually underway and underfoot.

It has been a year when tolerance, patience and understanding have been of prime necessity. The cooperative effort extended by all parties involved has been excellent. This period of transition has been nowhere near as costly to our educational program as it might otherwise have been.

Completion of building expansion has now progressed to a point where we can well visualize the outstanding educational facilities to be ours in September 1969.

CURRICULUM

Changes in curriculum content for the subjects within our program of studies are a responsibility for which our respective department chairmen assume leadership. At this time when changes in our society are accelerated to such a degree, this challenge is one that is quite time consuming, particularly when we follow the philosophy of democratic participation in curriculum revision.

Additions to the program of studies during 1968 were few because of the limitations of available classroom space. However, with the new academic wing ready for September 1969, several new elective courses will be offered. They will include: Journalism, Drama, Speech, Psychology, Sociology, Anthropology, and Calculus.

Presented at this time are excerpts from the 1968 annual reports of some Algonquin department chairmen, as they apply to the curricula.

1. MATHEMATICS

"The accelerated math program begun last year is still in operation and will bear its first fruit during the '69-70 school year when an advanced placement math course (calculus and analytic geometry) will be offered for the first time."

"Another point deserves mention in this report. The time has come for a close and detailed look at the entire math curriculum to see where changes need to be made in the type and content of course offerings. A study of this sort requires time and energy not available during the

school year. I propose that plans be made now for summer projects under the auspices of the school department, to begin as soon as feasible."

2. SOCIAL STUDIES

"The increasingly crowded conditions of the past three years have made it difficult to conduct a program such as we would like to in the Social Studies. However, with the completion of the addition to Algonquin being available in September of 1969, we look forward to the use of expandable classrooms, the lecture hall and other facilities which will make it possible to institute large and small group instruction, commonly known as team-teaching. One factor which will determine the extent of this new program will be the availability of flexible or modular scheduling, but a more important determinant will be the ability and willingness of the staff to use this new method."

3. SCIENCE

"The year 1968 has been for the Science Department one more of consolidation of gains rather than marked change. The most sweeping change in curriculum, the institution of the Introductory Physical Science Program (IPS), made in September, 1967, has been the one of greatest advancement to date. It is continuing to yield new benefits as insights and innovations made by teachers have their effect. Valuable knowledge about the learning patterns of slow learners is being gained which will be useful in future curriculum planning. Students who have had IPS, are found in biology classes the next year, to have greater skill and awareness of experimental procedure."

"The Physiology course continues to have increasing attraction among students. Several are taking it as well as another science course. The broad variety and appeal of the various courses has continued such that the science elections continue to amount to about 92% of the school population. This fact is the cause of both satisfaction and labor to the science staff. The laboratory oriented courses, the number of preparations per day, and the high standards of planning done by teachers with little time for preparation, have clearly reached the point where further extensions of program offerings or major innovations are unwise, if not impossible. It is with a great deal of excitement that the science faculty looks ahead to important gains in this area as there are new ideas to try out, new courses to offer, and old ones to revamp. Add to this the excitement of new laboratories and equipment to get used to, and it is easy to anticipate that the coming year will be one of intensive planning."

4. BUSINESS EDUCATION

"IBM Keypunch and a Sorter — a unit of instruction is given to all senior stenography students enrolled in the transcription course. It is also a unit of instruction for Office Machine Practice students and Juniors enrolled in the Typewriting II course."

5. LIBRARY

"The following statistical report indicates the scope of the library collections and their use. The circulation figure does not include the use of materials which did not leave the school.

Book Collection		*Periodicals*	
Reference books:	819	Purchased:	119
Professional books:	325	Gifts:	1
Non-fiction:	7158	Newspapers:	4
Fiction:	1786		
Total:	10088		

Total circulation for home reading, September 1967 to June 1968: 8044.

PERSONNEL

In the opinion of your high school administrator, Algonquin is well staffed — both in quality and quantity of trained classroom and non-classroom professionals.

Our student teacher ratio compares favorably with the State Department of Education recommendation of 60 classroom teachers and 15 non-classroom professionals per one thousand secondary education pupils.

In one area, however, we do have a rather acute need for a social adjustment counselor to be available on at least a one-day weekly basis. Had we an affiliation with a mental health center to serve this immediate area, it would be extremely beneficial to Algonquin students who appear to be emotionally disturbed. Referrals under the present arrangement involve an extended waiting period time of too long a duration.

CONCLUSION

Changes in school philosophy are being drastically altered nationwide at this time — particularly at the post high school level. Be assured that here at Algonquin, we are alerted to these considerations.

Our Assistant Principal, Mr. Barry B. Lutender, has been working with several student study committees throughout the calendar year of 1968. The results of his and their efforts have been encouraging.

Mr. Lutender's report reads as follows:

"As in the past, the motivation for action at Algonquin has been based on the needs and enlightened goals of the citizens of the towns of Northboro and Southboro. However, as our perspective is broadened by the close proximity of student unrest and a clear statement from our young people in favor of less rigid and more imaginative educational policies, we are striving for improvement in the areas of curriculum, student participation in policy decisions, and student flexibility in their use of non-classroom time.

"Our procedures relative to behavior are such that each student is constantly aware of his level of cooperation in meeting the standards he himself has helped to create. It is our hope that our standards of behavior will be met enthusiastically and willingly.

"The increase in plant size is being matched by a substantial increase in the quality and quantity of course offerings at all levels and in all areas."

Respectfully submitted,

James A. Higgiston
Principal

REPORT OF THE GUIDANCE DEPARTMENT

The expanded physical facilities of the Department completed in September, 1968, have exerted a most positive influence on student interest in acquiring information of a personal, occupational and educational nature. Students of all grades can be seen in ever-increasing numbers pursuing occupational briefs, scrutinizing college catalogs, operating the "College View Deck," or reading life adjustment booklets. This intensified student involvement in a search for information about self and the world of work can be attributed, in part, at least, to this comfortable and pleasant working environment. Space is now available for individual testing, small group meetings, and occupational-educational conferences. An audio-visual area to which students may refer for information is planned for 1969. It can also be noted that voluntary requests for individual counseling interviews have increased in kind with improved physical surroundings.

As has been stated in previous reports, counselors at Algonquin contact all students at least once per academic year at which time normal academic and personal problems of adolescence are discussed. It is of concern to members of the Department that they have neither the training nor the time to see counselees who have more deep-seated adjustment problems. As outside referral agencies are limited, the Department has been cooperating with various local groups in an attempt to promote the establishment of a mental health center designed to serve our area. In addition, the Department, working jointly with school administration, has been investigating the feasibility of adding to the staff a secondary school adjustment counselor for which state aid may be available.

As the nature and scope of the duties of the Director increase with the size of the school, it seems appropriate at this time to suggest that consideration be given to employing him for an extended time beyond the school year. It has become increasingly difficult for him to perform his numerous administrative duties within his current contract year. In addition, a wider variety of programs and services could be offered to the community if the Guidance Office were open during the summer months.

Parents are advised that the Department has acquired its own telephone line, and counselors may be contacted directly by dialing 393-2475.

FOLLOW-UP

The initial follow-up of the Class of 1968 is reported below. Approximately 70% of this class is continuing its education on the post-secondary school level.

Four-year Degree Granting Colleges — 67

Albertus Magnus College	1
Amherst College	1
Antioch College	1
Bentley College	1
Boston College	1
Boston Conservatory of Music	1
Boston University	2
Carnegie-Mellon Institute of Technology	1
Clark University	1
Colby College	2
Cornell University	1
Elmira College	1
Emmanuel College	1
Fitchburg State College	6
Florida Institute of Technology	1
Friedrich Dessaner (Germany)	1
Framingham State College	6
Furman University	1

George Washington University	1
Lowell State College	3
Lowell Technical Institute	3
Nichols College	1
Northeastern University	4
Salem State College	1
Salve Regina College	1
Simmons College	1
Southeast Mass. Technilogical Institute	1
State University of N.Y. at Albany	1
St. John's College	1
St. Mary of the Plains College	1
Syracuse University	1
University of Colorado	1
University of Connecticut	2
University of Kentucky	1
University of Massachusetts (Boston)	1
University of Massachusetts (Amherst)	9
Worcester Polytechnic Institute	1
Worcester State College	1
William Smith College	1

Schools of Nursing — 6

Faulkner Hospital	2
Framingham Union Hospital	2
Melrose-Wakefield Hospital	1
Quinsigamond Community College	1

Junior Colleges — 24

Chamberlayne Junior College	1
Dean Junior College	1
Fisher Junior College	1
Grahm Junior College	2
McCook Junior College	1
Quinsigamond Community College	11
Worcester Junior College	7

Two-year Schools of Business — 8

Andover Institute of Business	5
Salter Secretarial School	3

Two-year Technical Institutes — 4

Wentworth Institute	2
Worcester Industrial Tech. Institute	2

Other Schools — 12

Broms Hairdressing Academy	1
Culinary Institute of America	1
David Hale Fanning School for Girls	2
Marlborough Vocational School	3
School of Practical Art	4
Stockbridge School of Agriculture	1

Military Service — 16

Employed — 36

SCHOLARSHIPS

Local organizations continued their praiseworthy support of college-bound graduates by granting thirty-four awards totaling $5950.00 to members of the Class of 1968. Various colleges awarded over $12,000.00 to nine recipients.

The following members of the Class of 1968 were recipients of scholarship aid:

Northborough

A. Local Organizations

Book Study Group of Trinity Church, $50 to George Warren Judson III
Northboro Junior Grance No. 93, $50 to Karen Elaine Murphy
Northboro Junior Chamber of Commerce, $100 to Douglas Ellsworth Bowen
Northboro Kiwanis Club, $100 to Cheryl Lee Bailey
Northboro Teachers Association, $100 to Patrice Rochette
Woman's Club of Northboro, $150 to Carol Ann Abbott
Lincoln School Parents Association, $100 to Karen Elaine Murphy
Lions Club of Northboro, $200 to Margaret Ann Duquette
Northboro High School Alumni Association, $200 to Garey Albert Hesselton
Northboro National Bank, $250 to Paul Valentine Shattuck
American Legion Post No. 234, $500 to Robert Thomas Hart
Algonquin Regional Teachers Association
$300 to Marilyn Louise Kitchen
$400 to Virginia Ann Krouse

B. Renewable Awards Granted Directly from Colleges

Carnegie-Mellon Institute of Technology, $800 to Donald Kenneth Dahlin
Elmira College, $1200 to Frances Kathryn Payne
St. John's College, an academic promise scholarship to Joanne Adrienne Charbonneau
Antioch College, an honorary scholarship to George Warren Judson
Boston University, $1400 to John Tobey Clark
Syracuse University, $1600 to Richard Alan Coes
Cornell University, $1700 to Douglas Stowell Perry
Simmons College, $1800 to Mary Alice Crowe

Southboro

A. Local Organizations

Southboro Village Society
$50 to Kathleen Anne Geary
$50 to Richard Francis Connors

Southboro Catholic Women's Club
$50 to Susan Imbrie Bassi
$50 to Thomas William Robbins

Choate Memorial Fund
$100 to Diane Elizabeth Miller
$100 to John Robert Williams

Shrewsbury Teachers Association, $150 to Kathleen Ann Geary

Lions Club of Southboro, $200 to Susan Imbrie Bassi

Southboro Teachers Association, $200 to Martha Eltie Kiser

Home Economics Club, Algonquin Regional High School, $200 to Nancy Viola Williams

Southborough Parent Teachers Association
$200 to Donna Marie Gelinas
$200 to Robert Alan Johnson

Music Department, Algonquin Regional High School
$100 to Joanne Marie Messier
$100 to Lawson Evans Sherman
$100 to John Arnold Urbinati

Robinson Memorial Trust Fund
$250 to Joan Elizabeth Rich
$250 to Edward Randolph Cumming

Rotary International Club of Southborough
$300 to Valerie Jean McLaughlin
$300 to Penelope Ann Tebo
$300 to Steven Joseph Fantony
$300 to Wayne Thomas Szretter

B. Renewable Awards from Colleges

Boston University, $600 to John Arnold Urbinati

Students and parents are reminded of two important loan programs offered on the local level.

The first, the Bruce Carlson Memorial Fund, grants interest-free loans of $500 to 1) residents of Northboro graduating from Algonquin Regional High School with a four-year average of B or better who are entering college, or 2) to Northboro Algonquin graduates now in college who have maintained a 2.0 quality point average. Southboro graduates may be eligible in the event there are no Northboro applicants who qualify. Interested parties may secure further information by contacting Principal James A. Higgiston, a member of the Board of Trustees of the Fund, or the Director of Guidance.

The second, the Albert S. Woodward Memorial Fund, grants loans to Southboro graduate of Algonquin Regional High School attending college. Specific information regarding application procedure for this program is also available through the office of the Principal or Director of Guidance.

In conclusion, counselors, as always, welcome the opportunity to meet and talk with parents. Conferences may be arranged by calling the high school on our new exchange (393-2475) between the hours of 7:45 a.m. and 4:00 p.m.

Respectfully submitted,

John K. Carlow
Director of Guidance

NORTHBORO-SOUTHBORO REGIONAL SCHOOL DISTRICT

STATEMENT OF CONDITION

December 31, 1968

ASSETS

Cash in Bank	$ 230,963.67
Certificate of Deposit	500,000.00
Total	$ 730,963.67

LIABILITIES

Public Law 864 Title III	751.53	
Public Law 864 Title V	4,604.06	
Public Law 874	7,325.00	
Public Law 88-210	909.24	
Adult Education	403.49	
Athletic Account	4,367.18	
Construction Project	593,185.29	
Allocated 1969 Budget	72,038.53	
Surplus	47,181.53	
Athletic Account	197.82	
		$ 730,963.67

STATEMENT OF DEBT

School Loan No. 1 3.75% School Bonds Dated November 1, 1957	$ 150,000.00
School Loan No. 2 3.20% School Bonds Dated February 1, 1958	2,190,000.00
	$2,340,000.00
Payments to December 31, 1968	1,210,000.00
	$1,130,000.00
School Loan No. 3 4.70% School Bonds Dated June 1, 1968	$ 500,000.00
School Loan No. 4 4.70% School Bonds Dated June 1, 1968	1,790,000.00
	$2,290,000.00
Total Bonded Debt December 31, 1968	$3,420,000.00

Earl C. Ackley Jr., Treasurer

NORTHBORO-SOUTHBORO REGIONAL SCHOOL DISTRICT
OPERATING STATEMENT — 1968

December 31, 1968

RECEIPTS

Cash on hand January 1, 1968		$ 109,029.08
State Aid:		
Construction Reimbursement	$ 72,308.53	
Transportation Reimbursement	66,148.00	
Transportation Reimbursement	5,614.16	
Construction Planning Cost Reimbursement	105,759.25	
Public Law 864, Title III	1,460.91	
Public Law 864, Title V	4,604.06	
Public Law 874	7,325.00	
Public Law 88-210	1,870.00	
Federal Income Tax	78,524.27	
State Income Tax	14,106.74	
Massachusetts Teachers Retirement	25,367.30	
Worcester County Retirement	3,117.10	
Blue Cross and Blue Shield	11,842.90	
Washington National Insurance	2,217.24	
Metropolitan Life Insurance Co.	16,172.50	
Athletics	5,504.55	
School Lunch (Cafeteria)	42,045.18	
Adult Education	2,571.50	
Construction Project	2,290,000.00	
Interest on Certificate of Deposits	36,736.15	
Town of Northboro	499,839.27	
Town of Southboro	278,124.48	
Miscellaneous Income	5,021.62	
		3,576,010.71
Total Cash and Receipts		$3,685,039.79

DISBURSEMENTS

Public Law 864, Title III	709.38	
Public Law 864, Title V	534.60	
Public Law 874	5,889.00	
Public Law 88-210	960.76	
Federal Income Tax	78,524.27	
State Income Tax	14,106.74	
Massachusetts Teachers Retirement	25,367.30	
Worcester County Retirement System	3,117.10	
Blue Cross and Blue Shield	11,842.90	
Washington National Insurance	2,217.24	
Metropolitan Life Insurance Co.	16,172.50	
Athletics	13,917.93	
School Lunch (Cafeteria)	41,270.46	
Adult Education	2,686.03	
Construction Project	1,784,778.24	
Debt Retirement:		
Principal	120,000.00	
Interest	38,515.00	
Interest	53,815.00	
Operating Expense	739,651.68	
Total Disbusements		$2,954,076.12
CASH ON HAND December 31, 1968		230,963.67
Certificate of Deposit		500,000.00
Total Disbusements and Cash Balance		$3,685,039.79

Earl C. Ackley Jr., Treasurer

NORTHBORO-SOUTHBORO REGIONAL SCHOOL DISTRICT

STATEMENT OF OPERATING EXPENSE

FOR THE YEAR ENDING 1968

SCHOOL ACCOUNT

Receipts:		
Appropriation		$ 684,826.62
Transportation Reimbursement		57,713.00
Public Law 864, NDEA Title III		709.38
Public Law 864, Title V		534.60
Public Law 874		5,889.00
		$ 749,672.60
Expenditures:		
Administration:		
School Committee	$ 2,981.21	
Superintendent's Office	15,240.93	
Instruction:		
Principal	38,405.62	
Teaching (salaries and educational supplies)	456,889.20	
Adult Education	333.28	
Textbook Program	8,405.04	
Library Services	16,916.98	
Audio-Visual Program	1,755.62	
Guidance Services	33,981.14	
Other School Services:		
Health Services	5,851.74	
Pupil Transportation:		
To Schools Within the Town	76,896.86	
Other Than to and from Schools	178.10	
Cafeteria Operating Funds	15.00	
Student Body Athletics	6,709.52	
Student Body Activities	414.22	
Operation and Maintenance of Plant:		
Operation of Plant:		
Custodial Services (salaries and supplies)	34,173.92	
Heating Building	7,727.58	
Utilities (electricity, gas, telephone and water)	15,562.51	
Maintenance of Plant:		
Maintenance of Grounds	$ 1,080.51	
Maintenance of Buildings	4,984.15	
Maintenance of Equipment	1,759.79	
Replacement of Equipment	5,579.17	
Debt Service, Current Loans	....	
Fixed Charges:		
Employee Retirement Program	4,395.17	
Insurance Program	2,702.00	
Acquisition of Fixed Assets:		
Acquisition of New Equipment	3,845.40	
Total Expenditures	$ 746,784.66	
Unexpended Balance	2,887.94	
		$ 749,672.60

ATHLETIC ACCOUNT

Receipts:		
Balance from 1967	$ 1,950.54	
Appropriation	6,660.66	
Athletic Receipts	5,504.55	
Total Receipts		$ 14,115.75
Expenditures:		
Total Expenditures	$ 13,917.93	
Balance to 1969	197.82	
		$ 14,115.75

SCHOOL LUNCH ACCOUNT

Receipts:		
Balance from 1967	$ 3,592.46	
Lunchroom Receipts and State Aid	42,045.18	
Total Receipts		$ 45,637.64
Expenditures:		
Total Expenditures	$ 41,270.46	
Balance to 1969	4,367.18	
		$ 45,637.64

ADULT EDUCATION ACCOUNT

Receipts:		
Balance from 1967	$ 518.01	
Received in 1968	2,571.50	
Total Receipts		$ 3,089.51
Expenditures:	$ 2,686.02	
Unexpended Balance	403.49	
		$ 3,089.51

PUBLIC LAW 88-210 ACCOUNT

Receipts:		
Received in 1968	$ 1,870.00	
Total Receipts		$ 1,870.00
Expenditures:	$ 960.76	
Unexpended Balance	909.24	
		$ 1,870.00

PUBLIC LAW 864, NDEA TITLE III ACCOUNT

Receipts:		
Received in 1968	$ 1,460.91	
Total Receipts		$ 1,460.91
Expenditures:	$ 709.38*	
Unexpended Balance	751.53	
		$ 1,460.91

PUBLIC LAW 864, TITLE V ACCOUNT

Receipts:		
Balance from 1967	$ 534.60	
Received in 1968	4,604.06	
Total Receipts		$ 5,138.66
Expenditures:	$ 534.60*	
Unexpended Balance	4,604.06	
		$ 5,138.66

PUBLIC LAW 874 ACCOUNT

Receipts:		
Balance from 1967	$ 5,889.00	
Received in 1968	7,325.00	
Total Receipts		$ 13,214.00
Expenditures:	$ 5,889.00*	
Unexpended Balance	7,325.00	
		$ 13,214.00

*See SCHOOL ACCOUNT for detailed expenditures

1969 SCHEDULE OF ASSESSMENTS

Total Assessment	
Net Operating Account	$ 841,930.35
Net Athletic Account	13,680.17
Net Maturing Debt Account	227,901.47
Total Assessment	$1,082,971.99

Northboro

Operating budget 66.12% of $855,070.52	$ 565,372.63
Maturing debt budget, original construction issue 58.25% of $77,581.47	45,191.21
Maturing debt budget, addition construction issue 64.47% of $150,320.00	96,911.30
	$ 707,475.14

Southboro

Operating budget 33.88% of $855,070.52	$ 289,697.90
Maturing debt budget, original construction issue 41.75% of $77,581.47	32,390.26
Maturing debt budget, addition construction issue 35.53% of $150,320.00	53,408.69
	$ 375,496.85

Basis of Pro-Ration: Operating Budget
Oct. 1, 1968 —

Northboro	609 students	=	66.12%
Southboro	312 students	=	33.88%
Total	921 students	=	100.00%

Basis of Pro-Ration: Original Construction

Northboro	58.25%
Southboro	41.75%
	100.00%

Basis of Pro-Ration: Addition Construction
June 10, 1968 —

Northboro	539 students	=	64.47%
Southboro	297 students	=	35.53%
Total	836 students	=	100.00%

ENROLLMENT BY GRADES AS OF OCTOBER 1, 1968

ALGONQUIN REGIONAL HIGH SCHOOL

Grade	Northboro	Southboro	Total
9	187	89	276
10	159	86	245
11	154	70	224
12	109	67	176
		Tuition Students	3
			924

"NO SCHOOL" SIGNALS

"No School" announcements will be given over radio station WSRO, Marlboro, 1470 on the dial; WKOX, Framingham, 1190 on the dial; and WTAG, Worcester, 580 on the dial, between 6:30 and 7:00 a.m.

1968-1969 SCHOOL CALENDAR

Month	Session Days	Days Not in Session
September	19	None
October	23	None
November	17	November 1, Teachers' Convention November 11, Veterans' Day November 27, close at noon for November 28 and 29, Thanksgiving Recess
December	15	December 20, close at end of school day for December 21-31, Christmas Vacation
January	22	January 1, New Year's Day
February	15	February 15-23, Winter Vacation
March	21	None
April	16	April 4, Good Friday April 19-27, Spring Vacation
May	21	May 26, Memorial Day
June	16	School closes at noon on June 23, 1969

1969-1970 SCHOOL CALENDAR

School opens September 3, 1969

Month	Session Days	Days Not in Session
September	20	None
October	22	October 13, Columbus Day
November	16	November 7, Teachers' Convention November 11, Veterans' Day November 26, close at noon for November 27 and 28, Thanksgiving Recess
December	17	December 23, close at end of school day for December 24-31, Christmas Vacation
January	20	January 1 and 2, New Year's
February	15	February 14-22, Winter Vacation
March	21	March 27, Good Friday
April	17	April 18-26, Spring Vacation
May	20	May 25, Memorial Day
June	17	School closes at noon on June 23, 1970